



RIGHT BY YOU
IN LUXEMBOURG



**FINE-TUNED
LEGAL ADVICE**
MADE IN
LUXEMBOURG



“Creativity for landing on solutions to difficult problems is a core strength and BSP is always a valued member of our team approach to large transactions.”

IFLR 1000



ABOUT BSP

BSP is an independent full-service law firm based in Luxembourg.

We are committed to **providing the very best legal services** to our domestic and international clients in all aspects of Luxembourg business law.

Talented and multilingual, our teams of lawyers work side by side with our clients to help them reach their objectives and support them with tailor-made legal advice, creating in the process **professional relationships based on mutual trust and respect.**

Our lawyers have developed particular expertise in banking and finance, capital markets, corporate law, dispute resolution, employment law, investment funds, intellectual property, private wealth, real estate and tax. In these practice areas, as in others, our know-how, our ability to work in cross-practice teams and to swiftly adapt to new laws and regulations allow us to provide to our clients **timely and integrated legal assistance vital to the success of their business.**

Building on the synergy of our different professional experiences and the richness of our diverse cultural background, **we stand ready to meet our clients' legal needs, no matter how challenging they are.**

For more information please browse through our site or contact us at mail@bsp.lu.



OUR **EXPERTISE**

Our lawyers are top tier experts in:



AML Compliance



Arbitration



Banking &
Financial Services



Bank Lending,
Structured Finance
& Securitisation



Capital Markets



Corporate and
Mergers &
Acquisitions



Data
Protection
& Privacy



Employment,
Compensations
& Benefits



Insolvency &
Restructuring



Intellectual
Property & General
Commercial



Investment
Management



Litigation



Private Equity



Real Estate &
Construction



Startup & Fintech



Private Wealth &
Business Lending



Tax



AML COMPLIANCE

KEY CONTACT:



Anne Morel
amorel@bsp.lu

BSP's regulatory and compliance specialists regularly advise companies in facing risk management and compliance challenges from regulators. We cover the full spectrum of risk management and corporate compliance issues that the regulatory environment generates:

- Preparation and implementation of internal procedures;
- Advice on the interpretation and effect of Luxembourg and European anti-money laundering legislation, regulations and guidance;
- Setting-up of compliance planning and advice on new and existing transaction structures;
- Assistance within local and international regulatory investigations and judicial enquiries;
- Delivering training;
- In-Court and out-of-Court representation;
- Conflicts of interest.



ARBITRATION

KEY CONTACTS:



**Laure-Hélène
Gaicio**

lhgaicio@bsp.lu



Fabio Trevisan

ftrevisan@bsp.lu

Being part of the New York convention and having a national set of applicable rules, Luxembourg is a friendly environment for arbitrating international disputes and for enforcement proceedings, which are very common.

Our Dispute Resolution team offers assistance and representation at every stage of the proceeding thanks to extensive experience in preparing customised national and international arbitration agreements.

We act in ad hoc arbitrations as well as in domestic and international arbitrations in Luxembourg covering both Luxembourg and foreign rules, including those of the International Court of Arbitration (ICC), the London Court of International Arbitration (LCIA), ICSID, and the United Nations Commission on International Trade Law (UNCITRAL/CNUCID).

Furthermore, our department has valuable expertise in other forms of alternative dispute resolution (ADR) such as mediation.



BANKING & FINANCIAL SERVICES

KEY CONTACTS:



**Pierre-Alexandre
Degehet**

padegehet@bsp.lu



Nuala Doyle

ndoyle@bsp.lu



Laurent Lazard

llazard@bsp.lu



Evelyn Maher

emaher@bsp.lu



Jean Steffen

jsteffen@bsp.lu



Alain Steichen

asteichen@bsp.lu

Our Banking & Financial Services team can support credit institutions and PFS (professionals of the financial sector) on the entire spectrum of regulatory matters and can assist them in their dealings with the Luxembourg financial regulator.

We can assist you in:

- Setting-up of credit institutions and PFS and obtaining regulatory approval;
- Private banking;
- Regulatory compliance;
- Banking litigation.

Client focus, deep sector-specific experience and a value-driven approach are the hallmarks of our practice.



BANK LENDING, STRUCTURED FINANCE & SECURISATION

KEY CONTACTS:



Nuala Doyle
ndoyle@bsp.lu



Linda Harroch
lharroch@bsp.lu



Laurent Lazard
llazard@bsp.lu

Our Bank Lending, Structured Finance & Securitisation team represents our clients in every aspect of their bank lending and structured finance deals. Our leading securitisation team regularly advises originators and arrangers on securitisation transactions carried out by securitisation undertakings, whether regulated or unregulated, established under the Luxembourg law of March 22nd 2004, as amended. We have extensive experience with the securitisation, both true sale and synthetic, of different asset classes such as auto loan and leasing receivables, credit card receivables, performing and non-performing loans.

Together with our capital markets and tax teams, we provide a full range of services to successfully launch large securitisation programs, including setting up multi-billion Euro securitisation platforms and obtaining regulatory approval of securitisation undertakings.

Our lawyers also provide assistance in bank lending transactions by drafting documents and structuring appropriate security packages to take advantage of the Luxembourg security legal framework. We represent domestic and international lenders and borrowers on a wide range of financing transactions including:

- Senior and subordinated financings;
- Project and acquisition financings;
- Asset-backed financings;
- Commercial and residential mortgage-backed loans.



CAPITAL MARKETS

KEY CONTACTS:



Pierre-Alexandre Degehet

padegehet@bsp.lu



Nuala Doyle

ndoyle@bsp.lu



Laurent Lazard

llazard@bsp.lu

We assist issuers, international banking syndicates, banks and companies as lenders, sovereign clients, borrowers and underwriters in all sectors, including equity and debt transactions.

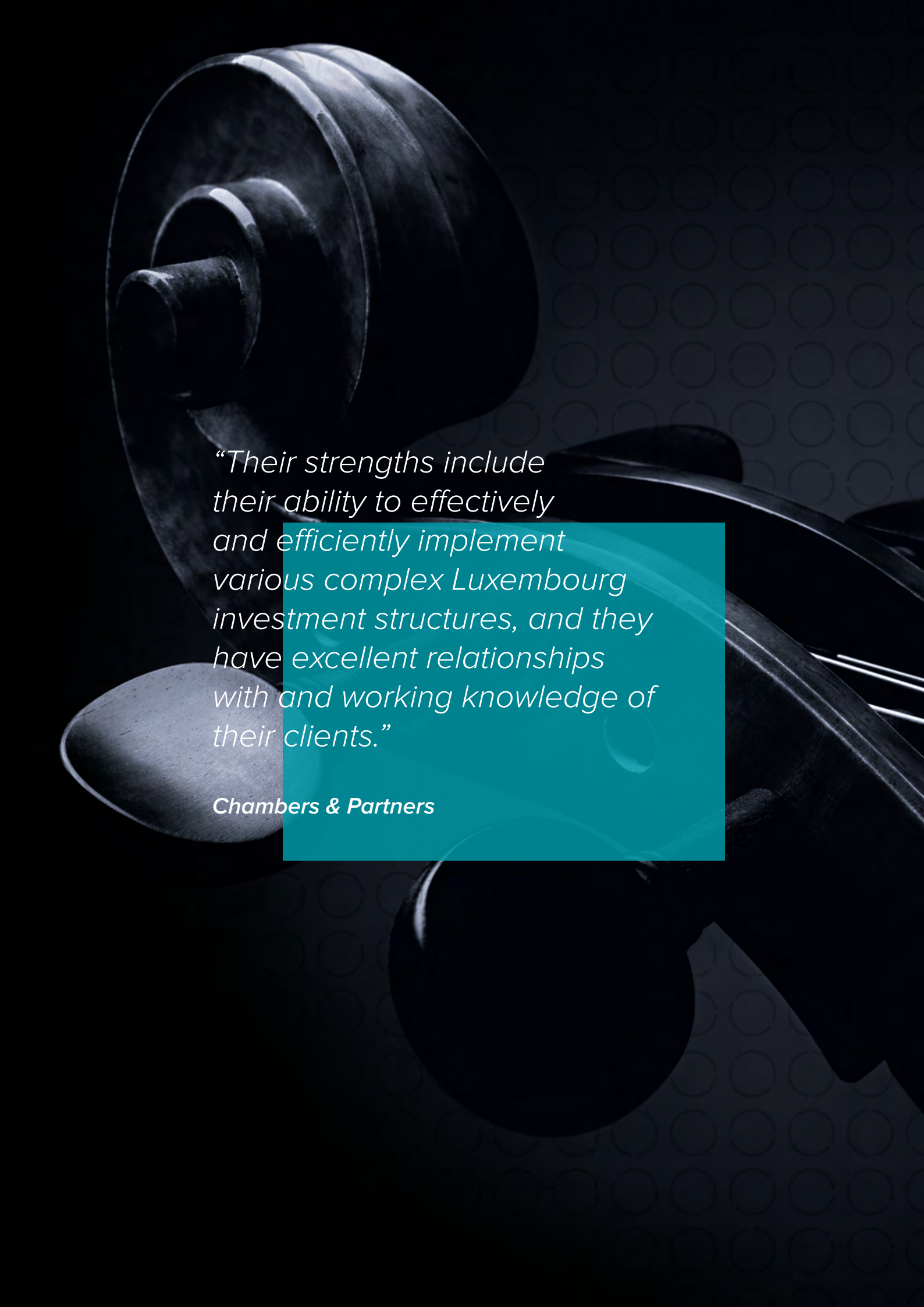
As issuers, underwriters or in any other roles, our clients ask us to play a decisive role, monitoring complex international transactions and helping them in the development of new products and structures.

Our scope of services covers a full range of capital markets transactions, like:

- Debt-related capital markets matters (stand-alone bond issues, Eurobonds, convertible and exchangeable bonds, establishment and maintenance of debt issuance programmes and debt-related structured products);
- Equity-linked transactions such as initial public offerings (IPO), rights issues, private placements, exchange offers and applications for listing and admission to trading on the Luxembourg Stock Exchange;
- Regulatory compliance, including requirements.

Our work grants us an effective and strong relationship with both the Luxembourg Stock Exchange (*Bourse de Luxembourg*) and the Luxembourg supervisory financial regulator (CSSF) allowing us to assist you in your relationship with those as well.

Our capital markets team is multi-disciplinary and works closely with specialists from other teams, especially Corporate and M&A and Tax, to advise you in a comprehensive manner.



“Their strengths include their ability to effectively and efficiently implement various complex Luxembourg investment structures, and they have excellent relationships with and working knowledge of their clients.”

Chambers & Partners



CORPORATE AND MERGERS & ACQUISITIONS

KEY CONTACTS:



**Pierre-Alexandre
Degehet**

padegehet@bsp.lu

We want to understand your business which will allow us to better address your needs and projects. Your perspective is the milestone of our tailor-made approach while offering legal services in the full spectrum of corporate work.



Linda Harroch

lharroch@bsp.lu

We assist domestic and large international public and private corporations, multinational groups, banks and financial sector professionals, as well as private equity firms and family businesses.



Laurent Lazard

llazard@bsp.lu

Our advice encompasses many different types of domestic and international transactions like acquisitions, corporate governance, joint ventures, mergers – demergers, MBO/ LBO, restructurings, friendly and hostile takeovers.



**Christèle
Pierre-Alexandre**

calexandre@bsp.lu

Additionally, we advise companies, their directors and executives regarding all corporate governance, fiduciary duty, compliance, and director and officer liability issues, as well as on matters concerning the regulation of listed companies.



Jean Steffen

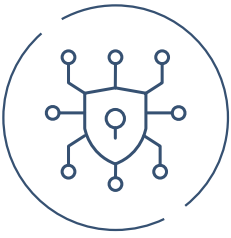
jsteffen@bsp.lu

Our corporate M&A team is multi-disciplinary closely working with specialists from other teams of the firm when required to offer a rapid, comprehensive and global approach. In cross-border transactions and depending on your needs, we cooperate seamlessly with lawyers from our international network of top tier law firms.



Alain Steichen

asteichen@bsp.lu



DATA PROTECTION & PRIVACY

KEY CONTACT:



Anne Morel
amorel@bsp.lu

In recent years, our data protection team has successfully assisted multinational organisations in the design and implementation of privacy and security programs including carrying out audit and risk assessments and developing policies concerning the whole data life-cycle: collection, use, storage, disclosure, transfer and destruction.

In light of the adoption of the new EU General Data Protection Regulation (GDPR), our lawyers are by your side to re-assess your internal data protection processes and procedures in order to comply with the new data protection environment.

Our team is ideally positioned to guide organisations through the process of understanding and complying with the GDPR, committing sufficient time and resources to meet all the necessary requirements.



EMPLOYMENT, COMPENSATIONS & BENEFITS

KEY CONTACT:




Anne Morel
amorel@bsp.lu

Our pragmatic and result-oriented approach enables us to deliver advice to our clients active in a wide variety of industries. We can support you on:

- Employment policies and procedures;
- Employment contracts;
- Employment termination and settlement agreements;
- Information/consultation procedures;
- Restructuring measures and transfer of undertakings;
- Negotiation with employees, representatives and trade unions;
- Collective bargaining agreements;
- Social plans;
- Schemes or alternative forms of remuneration such as share option plans, employee participation schemes;
- Supplementary pension plans.

Furthermore, our professionals have an extensive experience in litigation.

They represent employers in Court in all kinds of litigation including claims for unfair dismissal, discrimination claims, and enforcement of non-competition covenants.



“BSP lawyers look ahead to address my HR issues before they happen or, when disputes arise, they represent our interests the best way.”



INSOLVENCY & RESTRUCTURING

KEY CONTACTS:



Linda Harroch
lharroch@bsp.lu



Laurent Lazard
llazard@bsp.lu



**Christèle
Pierre-Alexandre**
calexandre@bsp.lu



Fabio Trevisan
ftrevisan@bsp.lu

Our multidisciplinary team stands by you, providing solution-driven support on a wide range of Luxembourg bankruptcy and insolvency issues. We regularly represent clients in non-judicial debt restructurings, including the refinancing or the renegotiation of existing debt. We help them assess the strength of their security in a bankruptcy or insolvency scenario and develop innovative solutions that maximise their recovery rate.

Drawing on our experience in corporate finance, capital markets and litigation, we represent corporate debtors, lenders, receivers, directors and guarantors on:

- Restructuring of debt and loans;
- Refinancing for lenders;
- Debt to equity conversions;
- Corporate rescue;
- Asset recovery in large bankruptcies;
- Distressed debts trading;
- Debt collections;
- Cross-border dispute resolution including forcing debtors into bankruptcy.



INTELLECTUAL PROPERTY & GENERAL COMMERCIAL

KEY CONTACT:



Anne Morel
amorel@bsp.lu

Our Intellectual Property & General Commercial team is specialised in enforcing and defending intellectual property rights. We are also experts in drafting and negotiating internet and e-commerce contracts and outsourcing and commercial agreements.

Our expertise covers every aspect of IP/IT and general commercial law and we are prominent for delivering expert advice on:

- Intellectual property registering and protection:
 - trademarks
 - patents
 - industrial design
 - copyrights
 - software
 - domain name
 - brand image
 - licensing
 - franchising
- Enforcement of IP rights;
- Dispute resolution involving IP rights;
- Communication and media;
- Antitrust and competition law;
- Internet and e-commerce;
- Commercial agreements (distribution, agency and franchising agreements and outsourcing);
- Gambling and social gaming law.

Adopting an integrated approach, our lawyers assist multinational and domestic companies in large scale projects as well as in day-to-day activities.



INVESTMENT MANAGEMENT

KEY CONTACTS:



Evelyn Maher
emaher@bsp.lu

As the largest investment fund centre in Europe and second largest in the world, Luxembourg has earned itself a reputation for excellence, stability and business-friendly environment.

At the forefront of the implementation of all European directives relating to the investment industry, the Grand Duchy has shown its ability to evolve smoothly to meet changing requirements.

Our team has a strong expertise establishing funds, utilising the full toolbox of available vehicles in Luxembourg. We advise UCITS and alternative investment fund managers with respect to their private equity, venture capital, debt, real estate and hedge fund strategies.

In addition we have an established practice assisting in the set up of UCITS management companies and alternative investment fund managers.

Our capability for providing integrated banking, corporate, regulatory and tax advice allows our lawyers to ensure the success of our clients' projects, understand their needs and anticipate future expectations.



LITIGATION

KEY CONTACTS:



**Laure-Hélène
Gaicio**

lhgaicio@bsp.lu



Anne Morel

amorel@bsp.lu



Fabio Trevisan

ftrevisan@bsp.lu

We assist you in all local Courts, including the supreme Court (“*Cour de Cassation*”). Working on a wide range of areas from significant commercial matters to high stake international disputes, no matter how complex, we advise you through every stage of contentious matters (including in the pre-litigation stage):

- Business disputes;
- Contractual disputes;
- Employment disputes;
- Construction and building claims;
- Financial disputes;
- Shareholder disputes;

and we strive to do so in your mother tongue (English, French, Italian and German to list just a few of the native-languages spoken by our lawyers).

Our litigators also encourage alternative dispute resolution (ADR) processes with the aim to alleviate cost burdens and to offer you a faster and confidential alternative to traditional litigation. Therefore, we endeavour to provide strategic legal advice in the early stages and prevent any dispute before the Courts.



PRIVATE EQUITY

KEY CONTACTS:



Linda Harroch
lharroch@bsp.lu



**Christèle
Pierre-Alexandre**
calexandre@bsp.lu



Jean Steffen
jsteffen@bsp.lu



Alain Steichen
asteichen@bsp.lu

Our lawyers advise the most prominent private equity funds worldwide and major financial institutions, representing a benchmark for private equity in Luxembourg. We are asked to actively guide clients through successful transactions in a constantly evolving industry. For this reason, we react rapidly and efficiently to market and regulatory changes, taking into account your specific needs and objectives.

Our team has the commitment and strong know-how to advise investors across the entire investment deal life-cycle, including:

- Due diligence and risk assessment for the purpose of acquisition;
- Negotiating purchase agreements;
- Setting-up of the legal structure;
- Negotiating and structuring commercial transactions and arrangements;
- Setting up of legal and tax schemes in venture capital, private equity and buyout capital transactions;
- Structuring equity, debt financing, takeovers, mergers, joint ventures;
- Negotiating and implementing partnership agreements, shareholders' agreements and any other fund documentation for investors and fund sponsors;
- Negotiating and implementing management incentive plan;
- Transfer or sale of equity investments, both on the open-market and via a listing on the stock exchange;
- Structuring exit strategies, including mergers and acquisitions, trade sales and public offerings;
- Shareholders' disputes;
- Coordination with other professionals in case of multi-jurisdiction transactions, notaries and banks involved in various jurisdictions.



PRIVATE WEALTH & BUSINESS PLANNING

KEY CONTACTS:



**Christèle
Pierre-Alexandre**
calexandre@bsp.lu



Alain Steichen
asteichen@bsp.lu



Fabio Trevisan
ftrevisan@bsp.lu

Managing and transferring wealth, protecting family interests, seizing the best opportunities at the best possible time and planning for the future are the constant objectives of our Private Wealth & Business Planning team.

We work in total transparency and complete cooperation both with private clients and with private banks, trust companies and family offices to ensure that the structures we design and the choices we make always reflect our clients' objectives and values.

Our activities include:

- Investment structures and portfolios;
- Structuring of Luxembourg or foreign based investments through selected vehicles;
- Personal and family wealth structures;
- Corporate and real estate investments;
- Cross-border transactions;
- Wills, succession and inheritance;
- Shari'ah compliant structures;
- Charitable planning;

To provide you with comprehensive advice on the legal structuring of wealth and investments in connection with every aspect of your personal and professional life, our dedicated lawyers work closely with our top-ranked tax and private equity departments.



REAL ESTATE & CONSTRUCTION

KEY CONTACTS:



**Laure-Hélène
Gaicio**

lhgaicio@bsp.lu



Linda Harroch

lharroch@bsp.lu



Fabio Trevisan

ftrevisan@bsp.lu

We assist buyers, sellers, brokers, mortgagors, architects, investors and individuals in a full range of real estate and construction matters:

- Purchase, sale and lease-back agreements;
- Legal and tax structuring of property deals;
- Financing of construction and acquisition;
- Structuring of acquisitions and dismissals of foreign real estate investments through Luxembourg vehicles;
- Mortgage and loan restructurings;
- Construction law;
- Environmental law;
- Zoning law, land use and permitting;
- Real estate and construction disputes, including arbitration, mediation and traditional litigation.

Whether they are buyers or sellers, our clients commit significant portions of their portfolios in real estate transactions. With this understanding, we provide them with the best practical advice to assist them on their way to successful deals.



“BSP’s asset is to offer support across all parts of the value chain from financing to development and daily management.”



STARTUP & FINTECH

KEY CONTACT:



**Pierre-Alexandre
Degehet**

padegehet@bsp.lu

Our Startup & Fintech team is passionate about fuelling innovation and fostering emerging companies, fintechs, startups and innovators. As a result, we have developed a dedicated program to encourage them. We understand the unique needs of an entrepreneur, so our Startup & Fintech desk has adopted a team-based approach to provide the most substantive and practical legal advice.

Built on our vast experience, we have learned that certain fundamental legal elements need to be in place in order to take on funding, hire and grow your team, or build enterprise value for an exit.

We closely work with entrepreneurs, founders, inventors, investors, emerging companies and growing businesses in the development of strategic and innovative solutions across a wide range of areas for this purpose:

- Corporate (general corporate matters, structuring, restructuring, fundraising, IPO/ICO);
- Regulatory and compliance issues;
- Commercial contracts;
- Data protection and cybersecurity;
- Intellectual property protection;
- Blockchain and cryptocurrencies;
- Dematerialisation (tokenisation);
- Peer-to-peer lending and crowdfunding;
- Robot-advisors and artificial intelligence;
- Litigation;
- Tax legal matters.

Our Startup & Fintech team is composed of multi-disciplinary lawyers working in corporate, finance and regulatory fields. We cooperate seamlessly with lawyers from our international network of top tier law firms.



TAX

KEY CONTACT:



Alain Steichen

asteichen@bsp.lu

Rated top tier by clients, peers and independent legal directories, our tax practice has consistently and successfully delivered tailor-made solutions to meet our clients' needs and constraints.

Thanks to a passionate and extensive knowledge of tax law, our dedicated team of tax lawyers develops tax efficient solutions for cross-border financing transactions, private equity investments as well as effective resolutions of tax controversies.

Clients turn to us for our clear and practical advice which results from the leading-edge proficiency of our tax specialists in various sectors including finance, private equity, banking, regulated and unregulated investment funds, real estate investments, transfer pricing, wealth planning and dispute resolution. We are thus able to offer a complete range of tax services including advice on or assistance in:

- Transactions such as disposals, acquisitions, mergers, IPOs, MBOs and joint ventures;
- Structuring inbound and outbound investments, holding and financing structures as well as group reorganisations;
- Tax audits and litigation;
- Value added tax matters;
- The structuring of all forms of collective investment vehicles;
- Transfer pricing related issues;
- Tax due diligence;
- Structured financial products including securitisation vehicles and tax enhanced debt financing.



OUR **LAWYERS**



“The lawyers at the firm are always very professional and explain things very clearly. It is always great to have them represent us.”

IFLR 1000

Pierre-Alexandre Degehet

Partner

Banking & Financial Services

Capital Markets

Corporate and M&A

Startup & Fintech

“Understanding our clients’ concerns and business objectives, and focusing my efforts on achieving these objectives, are the defining elements of how I practice law.”



Contact

padegehet@bsp.lu

Country of Admission

Luxembourg, 1997

Languages

English, French, Italian

Education

- Katholieke Universiteit Brabant Tilburg, the Netherlands, LL.M., 1996.
- Université Catholique de Louvain-la-Neuve, Belgium, *Licence en droit* (Bachelor in Law), 1995.
- Faculté Universitaire Notre-Dame de la Paix, Namur, Belgium, *Candidature en droit*, 1992.

Selected experience

Pierre-Alexandre is a Partner and a member of the Corporate M&A, Capital Markets, Banking & Financial Services practices. He heads the Startup & Fintech practice which he created and developed and is the founder and head of the French desk.

He specialises in M&A, capital markets, stock exchange regulations and corporate governance and has extensive experience in hostile or friendly takeovers as well as equity investments in listed companies. He works for listed and private companies in the context of corporate matters, joint ventures and strategic alliances and has strong experience in advising companies and their boards or investors on corporate governance issues, crisis management, directors responsibilities and shareholders’ meetings including the litigation thereof.

Additionally, Pierre-Alexandre acts in capital market transactions advising international and Luxembourg issuers on public and private placements of equity or debt securities, listing/admission to trading on both the regulated market and Euro MTF market of the Luxembourg Stock Exchange.

In relation to the Startup & Fintech practice, he handles matters related to fintech, blockchain and cryptocurrency assets, and financial regulatory issues relating to electronic money or payment services and banking.

Prior to joining the firm, Pierre-Alexandre worked in a magic circle firm. In 2002, he joined Arcelor as senior legal counsel in charge of corporate, finance and securities regulations and participated in Arcelor’s takeover defence team before implementing the merger resulting in the creation of ArcelorMittal.

Pierre-Alexandre is the author of several publications and regularly lectures on corporate law and shareholders issues.

Nuala Doyle

Partner

Banking & Financial Services

Bank Lending, Structured Finance,
& Securitisation

Capital Markets



"I identify my clients' needs and expectations and give my full commitment to ensure those needs and expectations are met every time."

Contact

ndoyle@bsp.lu

Country of Admission

- Luxembourg, 2011
- Solicitor in Ireland, 2011
- New York, 2007

Languages

English, French

Education

- University College Dublin, Ireland, Bachelor of Civil Law, 2005.

Selected experience

Nuala Doyle has extensive experience in debt and equity capital markets, advising issuers on private placements, public offerings, exchange offers and the listing/admission to trading on both the regulated market and Euro MTF market of the Luxembourg Stock Exchange. On an ongoing basis, she advises issuers on regulatory compliance matters.

Nuala's area of practice also includes bank lending and structured finance, advising international banks and financial institutions in secured and unsecured lending deals and securitisation transactions.

Laure-Hélène Gaicio

Partner

Arbitration

Litigation

Real Estate & Construction



“I feel part of my clients’ teams. I know they put their trust in our knowledge and I work to get them out of complex situations with the highest commitment.”

Contact

lhgaicio@bsp.lu

Country of Admission

Luxembourg, 2011

Languages

English, French

Education

- Université Aix-Marseille III, France, *Master 2 en Droit et Fiscalité des Entreprises* (Master 2 in Law and Business Taxation), 2006.
- Université Aix-Marseille III, France, *Maîtrise en Droit des Affaires* (Master Degree in Business Law), 2005.

Selected experience

Laure-Hélène Gaicio focuses on complex real estate, commercial, corporate and financial disputes.

Laure-Hélène has extensive experience in all forms of international and domestic dispute resolution including litigation and arbitration, as well as enforcing and obtaining freezing injunctions in international arbitration, enforcements of ICSID awards, and more generally in the recovery of assets.

In addition, she has experience in real estate and commercial contracts, drafting and negotiating a number of complex agreements.

Linda Harroch

Partner

Bank Lending, Structured Finance,
& Securitisation

Corporate and M&A

Insolvency & Restructuring

Private Equity

Real Estate & Construction



"I take time to help my clients understand all of their options and that comes through regular and open discussions. I want them to feel fully confident in the approach we're taking with their cases."

Contact

lharroch@bsp.lu

Country of Admission

Luxembourg, 2011

Languages

English, French

Education

- Université Nancy II, France, *Maîtrise en Droit des Affaires et Fiscalité* (Master in Business Law and Tax Law), 1999.

Selected experience

Linda is a Partner and a member of the Corporate Law and M&A Private Equity and Real Estate practices.

She is the Head of the Private Equity practice within the firm.

Linda specialises mainly in corporate law, corporate finance, mergers and acquisitions, transaction business law and real estate.

She regularly advises major international companies, private equity firms and real estate funds on fund structuring and formation as well as on the structuring and financing of international buy-out transactions, joint ventures, corporate reorganizations, merger & acquisition as well as corporate governance matters including litigation between co-investors.

Linda has been active in the field of joint ventures and investment structures advising on the private equity firm's side and on the management side.

She has further advised major international groups of companies for corporate reorganizations, financings, listing and re-financing as well as in relation to their capital market transactions.

In addition to her corporate expertise, Linda has been involved in a number of capital market transactions advising international firms on various types of financing, such as refinancing packages and debt restructurings.

Laurent Lazard

Partner

Banking & Financial Services

Bank Lending, Structured Finance,
Securitisation

Capital Markets

Corporate and M&A

Insolvency & Restructuring

"I approach what I do as a problem-solver. Each matter has its optimal solution, my role is to structure it to address my clients' needs."



Contact

llazard@bsp.lu

Country of Admission

Luxembourg, 1990

Languages

English, French, German,
Luxembourgish

Education

- University of Chicago Law School, LL.M., 1993.
- Université Paris II-Assas, France, DESS en *Droit des Affaires et Fiscalité des Entreprises* (Post-Graduate Degree in Business Law and Tax Law), 1991.
- Université Paris II-Assas, France, *Maîtrise en Droit des Affaires* (Master in Business Law), 1989.

Selected experience

Laurent Lazard has been advising clients for over 25 years on a wide range of banking and finance matters.

As an expert in structured finance, in particular securitisations, he has assisted numerous regulated and unregulated securitisation vehicles, sponsors and originators. He has represented major banks in setting up multi-billion Euro platforms for the issuance of structured finance instruments.

Laurent Lazard is also recognised for his capital markets work and his expertise in restructuring and insolvency matters.

Evelyn Maher

Partner

Banking & Financial Services

Investment Management



“When working with clients, my primary goal is to listen to their needs and understand their expectations. This enables me to help them design solutions that best suit their goals.”

Contact

emaher@bsp.lu

Country of Admission

Luxembourg, 2009
Solicitor in Ireland, 2000

Languages

English, French

Education

- University College Cork, Ireland, LL.M., 1997.
- University of Limerick, Ireland, B.A. in Law and European Studies, 1996.

Selected experience

Evelyn is Head of BSP's Investment Management department.

She has been active in the Luxembourg investment fund market since 2001 assisting fund promoters and asset managers in relation to the structuring and establishment of a wide range of funds including private equity, venture capital, loan origination, loan participation and real estate.

She provides advice on compliance with all aspects of the regulatory regime applicable to investment funds and in particular the alternative investment fund managers directive (AIFMD).

Following launch of the fund Evelyn offers on-going assistance in relation to closings, investments, divestments, liquidation and general issues arising throughout the life of the fund.

She has also provided assistance in relation to the listing of securities on both the regulated and Euro MTF markets operated by the Luxembourg Stock Exchange.

She has extensive experience in relation to Luxembourg regulatory and corporate law.

Anne Morel

Partner

AML Compliance

Data Protection & Privacy

Employment, Compensations
& Benefits

Intellectual Property & General
Commercial

Litigation



“My goal is to build long-term relationships and work side by side with my clients. I assist them how I would want to be assisted, no matter how difficult and complicated the path could be.”

Contact

amorel@bsp.lu

Country of Admission

Luxembourg, 1994

Languages

English, French, German

Education

- Université Nancy II, France, *DESS en Droit des Affaires et Fiscalité - Diplôme de Juriste Conseil d'Entreprise* (Post- Graduate Degree in Business Law and Tax Law), 1993.
- Université Nancy II, France / University of Saarbrücken, Germany, *Maîtrise en Droit des Affaires* (Master in Business Law), 1992.

Selected experience

Anne has developed a practice advising clients on the full range of employment-related matters. She assists clients to plan and manage defined HR projects, notably in multi-jurisdictional environment. Her practice is primarily employer-focused.

Anne has sealed her reputation as a leading labour and employment lawyer advising major companies in high-stakes employment cases such as corporate restructurings, transfers of undertaking, individual and collective redundancies and human resources outsourcing (HRO) arrangements. She very often operates in immigration issues, drafting employment contracts and staff handbooks and advises on incentive and remuneration packages, restrictive covenants, severance negotiations and settlement agreements.

Anne also focuses on labour law litigation. She thus advises and assists companies at all stages of the dispute and maintains an important activity in employment-related litigation before local Courts, including cases alleging discrimination, termination and non-compete violations.

Anne advises clients on data protections issues, such as a.o. implementation of background checks, whistleblowing systems and measures which are deemed to result in supervising employees at the workplace.

Last but not least, Anne has extensive litigation and counselling experience in a variety of general commercial matters, some of which related to commercial contracts, trade secret, unfair competition, distribution rights, intellectual property and regulatory matters.



“More than anything they are commercial thoughtful people who grasp your commercial goals quickly.”

Chambers & Partners

Christèle Pierre-Alexandre

Partner

Corporate and M&A

Insolvency & Restructuring

Private Equity

Private Wealth & Business Planning



"I build long-term and trustful relationships with my clients. This is the only way for me to advise them as a teammate and lead them to the right decision."

Contact

calexandre@bsp.lu

Country of Admission

Luxembourg, 2011

Languages

English, French

Education

- Université de Metz, France, *Maîtrise en Droit Privé* (Master Degree in Private Law), 1994.

Selected experience

Christèle Pierre-Alexandre is regular advisor to private equity houses on the structuring and financing of international buy-out transactions, joint ventures, corporate reorganisations, mergers & acquisitions as well as corporate governance matters.

She has assisted worldwide groups on ongoing activities carried out through their Luxembourg entities and certain other major corporate reorganisations with cross-border insolvency issues.

Moreover, Christèle has also a strong expertise in "ASBL et fondations".

Prior to joining our firm, she practiced in a "Big Four" firm and worked as a legal advisor for a "Magic Circle" law firm.

Jean Steffen

Partner

Banking & Financial Services

Corporate and M&A

Private Equity



"In each business case, I work closely with my clients to find outstanding solutions that meet their expectations – today and tomorrow."

Contact

jsteffen@bsp.lu

Country of Admission

Luxembourg, 1991

Languages

English, French, German,
Luxembourgish

Education

- Université Paris I, France, *DEA en droit privé* (Post-Graduate Degree in Private Law), 1992.
- London School of Economics, UK, LL.M., 1990.
- Université Paris I, France, *Maîtrise en Droit des Affaires* (Master in Business Law), 1989.

Selected experience

Jean manages and coordinates complex domestic and multi-jurisdictional legal projects for major local and international companies in a wide array of both financial structures and industries.

He is a regular counsel on structuring, negotiation and execution of complex acquisitions, divestitures and mergers, financial arrangements, corporate and tax planning.

Jean provides assistance on all layers of structuring and drafting of hybrid finance instruments.

He regularly advises private equity houses Apax, Lime Rock Partners, Cadent Energy Partners and Index Ventures.

He recently assisted Parker Hannifin Group in a large scale European sales company reorganisation.

Alain Steichen

Partner

Banking & Financial Services

Corporate and M&A

Private Equity

Private Wealth & Business Planning

Tax



"I think of my clients as partners. That is why I work beside them. Even if the structures are complicated, I try to simplify them and keep them to the point."

Contact

asteichen@bsp.lu

Country of Admission

- Luxembourg, 1996
- Paris, 1994

Languages

English, French, German,
Luxembourgish

Education

- University of Saarbrücken, Germany, *Doctorat en Droit* (Ph.D. in Law), 1994.
- Université Paris I-Panthéon-Sorbonne, France, *Maîtrise en Droit Privé, mention Droit des Affaires* (Master in Private Law), 1984.
- Université Aix-Marseille III, France, *Maîtrise en sciences économiques* (Master in Economics), 1983.

Selected experience

Alain has been involved in numerous migrations of companies to Luxembourg and has advised on major domestic and international corporate restructurings, including pre-sale reorganisations and intra-group financings.

He also advises on complex international and domestic recapitalisations, (de)mergers, acquisitions and sales of businesses, where he has vast experience in acting for banks and telecom solutions providers.

Alain has extensive experience in tax litigation, negotiation with revenue authorities and settlement of disputes. As such, he advises multi-nationals, financial institutions, corporates and high net worth individuals on a number of ongoing tax and VAT local and cross-border disputes.

He also regularly advises on various European tax law questions with particular focus on EU State aid.

An Associate Professor at the University of Luxembourg in public finance, European tax, international tax and company taxation, he is the author of more than 15 books and various articles on Luxembourg accounting, tax and company law.

Former *réviseur d'entreprises* and former *expert comptable*, Alain was the head of Tax at PWC Luxembourg until 1996.

Fabio Trevisan

Partner

Arbitration

Insolvency, Restructuring

Litigation

Private Wealth
& Business Planning

Real Estate & Construction



“Because each case is different, I always try to see the legal issues through my client’s eyes. Understanding the concerns and the pressure allows me to maximise the added value for my clients.”

Contact

ftrevisan@bsp.lu

Country of Admission

- New York, 1993
- Luxembourg, 1993

Languages

English, French, Italian

Education

- New York University School of Law, USA, Master of Comparative Jurisprudence, 1992.
- Università Statale di Milano, Italy, *Laurea in Giurisprudenza (J.D.)*, 1990.

Selected experience

Fabio Trevisan is a partner and head of BSP’s Dispute Resolution practice. His practice focuses on a wide spectrum of complex commercial, corporate and financial litigation and arbitration. He has played a role in a number of high-profile cases, with over two decades of experience in managing and conducting litigation for his clients in almost all sectors.

Fabio has experience in all forms of dispute resolution including litigation, mediation and arbitration as well as general banking, corporate and commercial dispute resolution. He has extensive experience of applications for enforcing and obtaining freezing injunctions in international arbitration, enforcements of ICSID awards, and more generally in the recovery of assets.

Fabio has further developed a reputation in connection with his work related to real estate matters. He represents institutional lenders, developers, general contractors and other business entities in a variety of commercial transactions and real estate law issues, including financing, corporate structuring, real estate development.

In addition, he has extensive experience in commercial contracts, drafting and negotiating a number of complex commercial agreements for clients across a wide variety of industry sectors.

Thanks to his native origins and having an extensive experience in representing Italian clients, Fabio is also the founder and Head of BSP’s Italian desk.



Right by you in Luxembourg

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