



**Attorneys & Counselors at Law**  
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## Who We Are

CASTRO SAMMARTINO & PIERINI is a comprehensive and wide-ranging law firm, serving clients throughout Argentina and globally by means of its broad network of corresponding law firms in major cities all over Argentina and worldwide.

Clients who turn to us for advice or representation are rapidly passed to the professional most qualified to deal with their particular case. When teamwork is needed, groups are assembled quickly and cost-effectively, keeping staff to a minimum to meet all budgets. Before being entrusted to a lawyer or a team, every issue is thoroughly discussed, so as not to charge unnecessarily or inadvertently.

In all cases, the partners maintain a close direction and supervision of the work, ensuring that a very personal trusting relationship is built up with all the clients. When necessary, CASTRO SAMMARTINO & PIERINI also works in coordination with other specialized professionals, such as accountants, auditors, public notaries, etc., to provide the clients with all the solutions they need as a whole.



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## Legal Services for Businesses

*Partnering with you*

At CASTRO SAMMARTINO & PIERINI, we are positive the best way to meet the needs of any organization is to do it as if we were partners. This is why our priority is to learn everything we can about your business and then tailor a specific strategy or advice so as to deliver a more practical and cost - effective solution.

Further to the above, our lawyers help you anticipate where your legal risks lie to act accordingly and preventively and not just react when problems arise.



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## *Corporate services*

CASTRO SAMMARTINO & PIERINI have great expertise in providing services to businesses of all sizes, from the smallest closely held companies to large business entities either domestic or international.

Our expertise enables us to deal with all types of cases and issues, from routine to complex and extraordinary ones.

Some of the corporate services we provide are listed below:

### **Formation and compliance of business entities**

CASTRO SAMMARTINO & PIERINI advises as to the appropriate form of business entity, designs and drafts articles of incorporations, charters and by - laws and register the companies before the Public Registry of Commerce and additional government agencies required for specific industries.

We also provide services to our business clients to maintain corporate standards and up-to-date minute books and documents and to keep compliance with all the requisites and filings required by the controlling government agencies.

### **Corporate governance**

We provide full guidance on all areas of executive and board matters. Our services to business clients include legal advice with respect to:

- Buy-sell shareholder agreements
- Shareholders, members, and directors minutes
- Shareholder agreements. Management agreements
- Dealing with dissident shareholders and executive terminations
- Advising on the obligations of directors, senior executives and controlling shareholders with respect to their legal duties
- Advising on the duties as it relates to transactions with the business entity, the use of material secret information, the taking of corporate opportunities and competition with the own company
- Advising on matters involving the management of the business, including the powers of senior executives and the board of directors
- Advising on the transfer of control of a business entity



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- Advising on exit strategies, and handling company dissolutions and winding - ups.
- Advising on stock option agreements and plans

### Finance

To finance growth, intellectual or industrial property developments and other transactions, companies obtain capital from different sources (angel investors, venture capital firms, banks, institutional investors, partners and the public capital markets). We render advice on all kind of vehicles to get financing, including structures such as convertible notes, common and preferred equity, debt instruments and other financing vehicles.

### Mergers and acquisitions. Spin - offs

Our lawyers are qualified to handle transactions ranging from the smallest mergers, acquisitions and spin-offs for small businesses to complex, multi-party deals. We also may work cooperatively in these issues with other professionals, such as accountants, public notaries, auditors, etc., to best carry out the transaction involved.

### Commercial transactions. Associative agreements

We handle all kind of issues related to transactions and agreements and contracts of any kind, either private or with government agencies. In addition, CASTRO SAMMARTINO & PIERINI is ready to help set up alternatives business non corporate structures, such as collaboration agreements, temporary grouping of companies, joint ventures agreements and cooperative consortiums.

### Labor and Social Security

One of the key elements of business success today is a healthy employer-employee relationship. Employers must comply with a myriad of regulations and at the same time provide appealing benefits and working conditions to attract and maintain a stable work force. CASTRO SAMMARTINO & PIERINI understands the complexity of employment obligations and works with employers to meet these needs.

Argentina has a very complex and rigid system of labor and social security laws. Therefore, our practice in this field has not only a high degree of specialization but also



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creativity, since the needs of employers must comply with a regulatory system that remains inflexible in many respects.

Although we are most than prepared to litigate, our primary approach is to prevent conflicts and negotiate amicable solutions.

Our services include assistance and representation with:

- Assistance in the negotiation and drafting of company labor agreements, collective bargaining agreements and individual labor agreements, and related disputes
- Employment contracts for top management, including incentive and benefit packages
- Management of work stoppages, strikes and other union-led actions
- Expatriates personnel
- Designing and implementing personnel policies, including incentive programs, and the restructuring of parent companies' compensation packages to conform to local regulations
- Designing and implementing downsizing policies, and the winding up of operations
- Assistance in the negotiation and drafting of employment or independent contractor agreements
- Employment stock option agreements and other executive remuneration plans
- Social security counseling
- Employment and social security litigation and mandatory settlement proceedings prior to labor litigation

## *Contracts*

CASTRO SAMMARTINO & PIERINI advise clients on negotiation and draft all kind of private agreements - domestic or international - and contracts entered into with any agency of the different public governments being the Nation, the Provinces or the Town Halls (public biddings, administrative concessions and other administrative agreements). Further to this, we also counsel and render representation in public tenders, negotiating concessions and other administrative contracts.



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Our expertise in consumer agreements and consumer protection laws enables us to cover the provision of legal advice and the representation in all kinds of related administrative and judicial proceedings and lawsuits, as well as in commercial loyalty cases, comparative advertisement, products liability, defective products replacement, advertising of goods and services and price exhibition, etc.

CASTRO SAMMARTINO & PIERINI also advises domestic and foreign clients on negotiating, drafting, performance of obligations and termination of agency, distribution, franchise, licensing, consultancy, trust, insurance and other civil and commercial agreements, loans, liens and mortgages, etc.

### *Bankruptcy and reorganization proceedings*

CASTRO SAMMARTINO & PIERINI represents debtors in reorganization proceedings, out-of-court restructurings and bankruptcies, and is likewise retained by creditors in connection with reorganization and bankruptcy proceedings, creditor's committees, acquisition of bankruptcy assets, foreclosure of securities, and related matters.

### *Copyright and Industrial Property*

Nowadays, patents, trade-marks, utility models and designs, technology transfer and licensing, commercial and industrial secrets, know-how, Internet domain names, copyright and software and other intellectual and industrial property rights have all become assets whose value often surpasses those of traditional physical assets. Therefore, it is critical to develop the best strategies to protect and manage these intangible yet highly-valuable assets.

CASTRO SAMMARTINO & PIERINI conducts availability searches of trademarks, registrations, oppositions, cancellations, mediation, arbitration, litigation, and other procedures. We routinely render advice to help establish protection programs and prepare confidentiality, non-disclosure and non-compete agreements.



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## *Healthcare*

Beginning with the long experience of HUGO A. PIERINI and his team, CASTRO SAMMARTINO & PIERINI health care practice enjoys an outstanding reputation for its ability to keep pace with the numerous changes in the health care industry and to find creative solutions to the increasingly complex challenges facing health care providers.

We strive to keep our clients in compliance with the myriad of statutes and regulations applicable to the healthcare industry and vigorously defend them against illegal or unfair government treatment.

Additionally, our practice offers many years of experience advising healthcare clients in employment and Union-related matters, drafting and negotiating contracts with managed care organizations and government agencies and general corporate and business matters and litigation. Finally, we have an extensive expertise in defending clients against malpractice claims (professionals or health care providers) before national and provincial courts.

Among our clients are hospitals, medical centers, physicians and physicians' organizations, provider associations, health maintenance organizations, etc.

## *Technology*

CASTRO SAMMARTINO & PIERINI has great expertise in counseling clients in this field. We make it a priority to obtain and maintain your competitive edge in the marketplace both in domestic and international capacities by helping to protect your rights, license them properly, and exploit your technology and proprietary assets the way most meets your goals.

Services cover all aspects of the industry, from the design and structure of the company to drafting licenses, distributions and other operating contracts, advice on issues involving trademarks, domain names and intellectual property, strategic alliances with other companies, etc.



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## *Immigration*

CASTRO SAMMARTINO & PIERINI provides full immigration services. Many of our immigration clients are companies who are sponsoring foreign nationals for work visas and temporary, transitory or permanent residence status.

We also render services to individuals or families seeking to immigrate to Argentina.

## *Not - for - profit organizations*

We advise on design, execution and incorporation of different not - for - profit organizations (Civil Associations, Federations, Confederations, Foundations and Mutuels).

We also provide services on restructuring, documents drafting and representation before public controlling agencies.

## *Real Estate and Construction*

We provide assistance in acquisitions, development, construction, rent, sale, leasing, contribution to companies, financing and collaterals on real estate.

When clients need to select a vehicle to own real estate, we assist them in making the most beneficial choice. We also routinely help buyers and sellers structure, negotiate, document and close real estate transactions.

Among other issues, our services include:

- Advice during planning and development phases
- Trusts for building purposes
- Preparation of Owner/Design Professional and Owner/Contractor agreements
- Assistance with change or additional orders and project close-out issues
- Defective building problems. Building Ruin
- Claims and dispute resolution through mediation, arbitration or litigation
- Collaterals and liens



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We also help lenders and borrowers structure and document loan transactions, including personal loans, mortgages, trusts and other financial and security arrangements.

## *Litigation*

CASTRO SAMMARTINO & PIERINI trials all kinds of cases before lower, appellate and supreme courts, at both the federal and provincial levels. We also deal with mediations, labor settlement procedures and administrative jurisdictional procedures before all kind of national or provincial agencies and with arbitration procedures. In this latter field, our senior partner Mario Eduardo Castro Sammartino is himself a commercial arbitrator appointed by Buenos Aires City's Public Bar.

When a client comes to us with a dispute, we listen carefully to all the details, evaluate our client's position and make recommendations for a resolution consistent with his or her goals. We take a practical, common sense approach to such matters, and explore all avenues possible to assist and better protect our clients, trying to avoid trying the case or defending it up to the highest instances available.

## *Industries*

Industry awareness goes closely related to understanding our clients' key business issues. We provide counsel with an industry perspective to better help you succeed. Samplings of the industries we routinely deal with include:

- Automobile
- Construction
- Distribution
- Franchising
- Hardware
- Healthcare
- Industrial and Manufacturing
- Information Technology and software



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- Medical Devices
- Professional Services
- Real Estate
- Retail
- Surveillance
- Technology

### *Argentina: business and legal environment*

Within the emerging markets, Argentina is the second largest economy in South America and therefore one not to overlook at.

With a highly educated community, wide variety of school offer with international curricula, huge natural resources, diverse climates and landscapes, inexistent racial, religious or political conflicts, main metropolitan areas with lower pollution levels than most Latin America urban centers, etc., Argentina becomes an important location to do business.

CASTRO SAMMARTINO & PIERINI are specially prepared to deal with all kind of foreign investors and businesspersons wishing to do business in Argentina, whether they are big multinational companies or small ventures.



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## Legal Services for Individuals

*Always with you in your most important or toughest issues*

CASTRO SAMMARTINO & PIERINI has a long tradition of practicing legal services for individual clients in Argentina and abroad.

When it comes to meeting the needs of people, we effort beyond what you might find at other firms. We listen and learn everything we can about your situation and put ourselves in your shoes to craft and implement a specific strategy that will give you the best outcome.



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Our commitment to private clients has led to our representation of individuals and families in their most important personal and business matters.

The main fields of practice are the following:

- Separation and divorce
- Filiations and Adoptions
- Inheritance procedures, inheritance matters and wills
- Design and execution of family companies and commercial ventures
- Family rents. Commercial rents
- Acquisition of real estate. Mortgages
- Trusts for asset handling and collaterals. Will trusts
- Claims for damages
- Personal data protection and amendment of wrongful data in public or private records
- Consumer issues
- Social security issues. Life and personal casualties insurance issues
- Health protection
- Immigration to Argentina



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# Members

## *Senior Partners*

### Mario Eduardo Castro Sammartino

#### UNIVERSITY STUDIES

*University of Buenos Aires*

1987 Attorney at Law.

Graduated with honors

*Catholic Argentine University*

1993 Attorney at Law Specialist in Corporate Counsel

1997 PHD in Law Sciences. Pending thesis

*Bar Association of Buenos Aires*

1996 Mediator

#### PROFESSIONAL AFFILIATIONS

Public Bar of Buenos Aires

Bar of Buenos Aires

Honorary member at the Center for International Legal Studies, Salzburg, Austria

#### TEACHING CURRICULA

Ordinary Teacher in Commercial Law at the Companies' Argentine University (UADE).

Former Head Teacher in Insurance Law at the Companies' Argentine University (UADE).

Former Teacher in commercial Law at the Argentine Catholic University (UCA).

#### LAW EXPERIENCE



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Senior Partner at Castro Sammartino & Pierini. Attorneys & Counselors at Law (2002 – Present)

Associate at several law firms (1987 – 2002)

Principal area of expertise: corporate law.

## **PUBLICATIONS**

### **Books**

- Seguros. Leyes 17418 de Seguro y 22400 de productores de seguro. Comentario y Jurisprudencia. Lexis Nexis, Buenos Aires, 2007, 511 páginas. Coautor Dr. Carlos A. Schiavo.
- Ley de Sociedades Comerciales. Abeledo - Perrot, Buenos Aires, 1997, 366 páginas. Coautor Dr. José Alberto Garrone.
- Ley de Seguros. Abeledo - Perrot, Buenos Aires, 1998, 301 páginas. Coautor Dr. José Alberto Garrone.
- Manual de Derecho Comercial. Abeledo – Perrot, Buenos Aires 1996, 1163 páginas. Coautor Dr. José Alberto Garrone.

### **Articles in Law Magazines and Books**

- Nuevamente sobre las facultades de los productores de seguro en la relación jurídica asegurativa. La Ley. Doctrina Judicial. Año 24, N° 24. Buenos Aires, 11 de junio de 2008, p. 387. Coautor: Carlos A. Schiavo.
- El plenario “Obarrio” y la llamada función social del seguro como instituto adecuado a la idea solidarista. Lexis Nexis. Jurisprudencia Argentina. 2007-I, Fascículo 7, p. 47. Coautor: Carlos A. Schiavo.(2008)
- Nuevamente sobre la oponibilidad de la franquicia. La doctrina de la Corte y el Plenario “Obarrio”. Revista La Ley, 7 de septiembre de 2006, p. 4. Coautor: Carlos A. Schiavo.
- El seguro de título. Lexis Nexis. Jurisprudencia Argentina. 2006-IV, p. 44. Número especial: Seguros. En ocasión del XII Congreso Mundial de Derecho de Seguros. Ciudad de Buenos Aires. Octubre de 2006.
- La franquicia en el seguro de responsabilidad civil del transporte público de pasajeros. Revista La Ley, 7 de septiembre de 2006, p. 4. Coautor: Carlos A. Schiavo.



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- El juez competente mediando citación en garantía del asegurador. La Ley. Doctrina Judicial. Año XXII, N° 35. Buenos Aires, 30 de agosto de 2006, p. 1237. Coautor: Carlos A. Schiavo.
- El seguro de caución como especie de los contratos aleatorios. Normas aplicables. Lexis Nexis. Jurisprudencia Argentina. 2006-I, Fascículo 9, p. 50. Coautor: Carlos A. Schiavo. Lexis Nexis, p. 50.
- El seguro colectivo de vida. La oponibilidad a los asegurados de las modificaciones convenidas por el tomador. Responsabilidad del tomador. Lexis Nexis. Jurisprudencia Argentina. 2005-IV, Fascículo 2. Coautor: Carlos A. Schiavo. Lexis Nexis, p. 31.
- La llamada renovación automática de las pólizas. Lexis Nexis. Jurisprudencia Argentina. 2005-II, Fascículo 11, p. 38. Coautor: Carlos A. Schiavo.
- Los productores de seguros. Revista jurídica argentina del seguro, la empresa y la responsabilidad. Año 1994. Ed. Mundo del Seguro S.A., página 111, 30 páginas.
- Los convenios de sindicación de acciones en las sociedades anónimas modernas. Revista Impuestos, LVI-A.
- Las facultades del fiduciario y la protección de los derechos del fiduciante. Ponencia en el VII Congreso Argentino de Derecho Societario y III Congreso Iberoamericano de Derecho Societario y de la Empresa, Buenos Aires 17 al 19 de septiembre de 1998. T III, página 449. Coautor Fernando Miguel Durao.
- Securitization in Argentina. Trust as a legal vehicle. Transnational Publisher, Inc. Ardsley, New York. 2000, International Asset Securitization and Other financing tools, página 65, 10 páginas.
- Compensation for dismissal under Argentine Law. Transnational Publisher, Inc. Ardsley, New York. 1999, International Business Law Practice Series, International Employment Law. “, página 229, 6 páginas.
- Legal Structures for business in Argentina. Comparative Law Yearbook of International Business. Kluwer Law International, The Hague, The Netherlands, 2001. Página 385, 10 páginas.
- Chapter on Argentine Labor Law. International Employment Law. Matthew Bender & Company. New York Release 4, 7/2000. 32 páginas.

#### **Specially prepared articles for clients and corresponding law firms**

- Argentine. Individual Labor Law (2007)
- Brief on Argentine Tax Law. Local Taxes (2008)



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## LANGUAGES

ENGLISH: University of Cambridge. International Examinations. PROFICIENCY IN ENGLISH (CPE);

GERMAN: basic knowledge. Humboldt Academie

## OTHER PROFESSIONAL ACTIVITIES

Commercial Arbitrator at the Public Bar of Buenos Aires. 2000 - Present).

## Guillermo Hugo Pierini

### UNIVERSITY STUDIES

*University of Buenos Aires*

1989 Attorney at Law.

### PROFESSIONAL AFFILIATIONS

Public Bar of Buenos Aires

Bar of La Plata City

### TEACHING CURRICULA

Former assistant professor in International Law at University of Buenos Aires (UBA).

Former assistant professor in Labour Law at University of Universidad de Buenos Aires (UBA).

### LAW EXPERIENCE

Senior Partner at Castro Sammartino & Pierini. Attorneys & Counselors at Law (2002 – Present)

Associate at Pierini, Roich Abogados (1989 – 2002)

Principal area of expertise: corporate law. Healthcare.

## LANGUAGES



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English

*Associates. Additional Staff*

The firm counts on seven lawyers and support staff comprised of paralegals and secretaries with general legal experience.



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## Representative clients

The list of representative clients will be sent to you upon request.



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