

# Representative Legal Matters

## Mariana Marchuk

- Advised A.S. Watson Group, retail and manufacturing division of the listed Hong Kong-based conglomerate, Hutchison Whampoa Limited, on the acquisition of DC Ukraine, a major health and beauty retailer with more than 100 stores nationwide.
- Advised ArcelorMittal on labor law issues in the privatization of Kryviy Rih Mining and metallurgical mill Kryvorizhstal.
- Advised the shareholders of UkrSibbank on labor and employment issues related to the bank's acquisition by BNP Paribas.
- Advised a leading international software manufacturer on various employment law matters, including collective labor agreement, employment of foreigners, HR records requirements, employment agreements and termination.
- Advised a US-based life insurance company on employment of foreign nationals in Ukraine.
- Advised a major UK investment bank on the privatization of the Ukrainian energy industry.
- Advised a major transnational oil and gas company on access to gas transit systems in Ukraine.
- Advised major European and US energy companies on the acquisition of Ukrainian energy companies.
- Advised a large investment company on the acquisition of a modern wine bottle producer in Moldova.
- Advising a US food industry giant, a major multinational agricultural products trader and numerous pharma companies and investment funds on pre-purchase compliance due diligence of their Ukrainian targets.
- Assisting numerous multinationals in the banking, pharma, IT and software development, and commodities trading sectors with the conduct of internal investigations, localization of anti-bribery policies and implementation of compliance programs, including delivery of compliance training in their Ukrainian offices.
- Advising major Ukrainian and multinational companies on compliance with Ukrainian personal data protection and privacy requirements relevant for conduct of internal investigations.

- Advising multinational pharma companies on compliance with various regulatory requirements in Ukraine, including the issues related to interaction with healthcare professionals and government officials.