



CONTENT

ABOUT THE FIRM.....	2
PRACTICE AREAS.....	2
NEARSHORING	3
ADMINISTRATIVE	4
ANTITRUST	5
ARBITRATION & ALTERNATIVE DISPUTE RESOLUTION	5
CIVIL & COMMERCIAL LITIGATION	5
CORPORATE–M&A.....	6
GOVERNMENT CONTRACTS.....	7
INSOLVENCY & BANKRUPTCY	7
INTELLECTUAL PROPERTY & TECHNOLOGY	8
ENERGY AND MINING.....	8
LABOR, EMPLOYMENT AND IMMIGRATION	9
REAL ESTATE	9
CORPORATE GOVERNANCE AND COMPLIANCE.....	10
TAX	10
LOBBYING AND GOVERNMENT RELATIONS	10
COMPLIANCE REGARDING PERSONAL DATA PROTECTION	11
SOME OF OUR CLIENTS	12



ABOUT THE FIRM

At **RVA Abogados**, we offer legal expertise that combines strategic collaboration with the business sector and a solid platform of dispute prevention and resolution. What differentiates **RVA Abogados** from other firms is our responsiveness, availability and great professional capacity to provide strategic alternatives, based on profound knowledge of law and vast experience in business matters, as well as a team of litigation and arbitration experts that understand the importance of keeping clients informed at every step of every undertaking.

We constantly strive to build a personal, long-term relationship with our clients.

Our firm focuses on clients' needs to identify potential opportunities to increase value for clients' business, by offering integral legal services on a one-to-one basis.

RVA Abogados has built its reputation on a culture of values and high ethical standards, honesty, respect, loyalty, and commitment. Our goal is to provide our clients with the solid legal platform needed to conduct business, particularly in highly regulated and monitored industries.

Our clients include multinational corporations that conduct business in diverse industries. Our clients demand timely and effective responses in addition to innovative legal alternatives to meet ever challenging business needs. In turn **RVA Abogados**, offers a uniquely positioned team of lawyers, both experienced senior attorneys, who are pioneers in their fields, and a team of forward-looking, younger lawyers with top academic credentials and extensive professional background.

Our highly skilled team of lawyers provides effective personalized counsel to international and Mexican clients, built on our solid background, credentials and expertise.

PRACTICE AREAS

RVA Abogados, offers legal advice in different areas of practice combining traditional fields with the most contemporary regulatory sectors, including Administrative Law; Antitrust; Civil and Commercial Litigation; Arbitration and Alternative Dispute Resolution; Corporate-M&A; Corporate Governance; Trade and Customs; Compliance; Intellectual Property and Technology; Energy and Mining; Insolvency and Bankruptcy; Labor, Employment and Immigration; Real Estate; Government Contracts; Tax Consulting and Litigation; Lobbying and Government Relations.

This range of coverage offers clients complete services enriched with first-hand advice from experts in diverse fields. We believe in close collaboration among practice areas, which is among the key to our success. This is also one of the strategic aspects that has made **RVA Abogados**, one of the leading law firms in Mexico.



NEARSHORING

The entry into force of the Mexico - United States - Canada Agreement (USMCA), along with recent disruptions in global supply chains, create new opportunities for multinational companies to relocate manufacturing and commercial operations closer to the United States as well as other world markets. Our expert's team and specialized lawyers has decades of experience helping clients in diverse practice areas through one or more stages of the nearshoring process.

At RVA abogados, we offer comprehensive legal advice and expertise to guide you through the exciting world of nearshoring in Mexico. Discover how Mexico's strategic advantages can help your business thrive while ensuring compliance with local regulations.

Proximity and Time Zone Advantage

With Mexico's geographical proximity to the United States, collaborating with nearshore teams becomes effortless. Our legal experts will assist you in landing your operations in Mexico and navigating cross-border operations, reducing travel costs, and ensuring smooth communication due to overlapping time zones

Cost-Effective Solutions

At **RVA Abogados** we understand the importance of cost savings. Mexico offers a competitive labor market, allowing you to optimize your expenses without compromising quality. Our legal team will help you to understand and comply with the applicable labor regulations, negotiate contracts, and develop fair compensation strategies.

Skilled Workforce Management

Mexico boasts a skilled labor force, particularly in key sectors such as software development, IT services, manufacturing, and engineering. Our experienced attorneys will guide you in attracting and managing top talent, drafting employment contracts, and protecting intellectual property rights.

Cultural Affinity and Seamless Collaboration

Building strong relationships is essential for successful nearshoring. Mexico shares cultural affinities with the United States, enabling effective collaboration. Our team of experts and RVA legal advisors will help you navigate intercultural dynamics, foster positive working relationships, and ensure smooth operations with your Mexican counterparts.



Navigating Trade Agreements and Regulatory Frameworks

Mexico's robust trade agreements, including the USMCA, open doors to a favorable business environment. Our legal experts will guide you through regulatory frameworks, tax incentives, and compliance requirements, ensuring your nearshoring activities align with legal and trade standards.

Infrastructure and Connectivity Solutions

Mexico's investment in modern infrastructure, reliable telecommunications networks, and transportation systems make it an ideal nearshore destination. Our legal professionals will assist you in securing optimal business locations, negotiating lease agreements, identifying strategic locations and ensuring compliance with local infrastructure regulations.

Government Support and Incentives

The Mexican federal and states governments actively support foreign investment and nearshoring initiatives. At **RVA Abogados**, we stay up-to-date with government programs, grants, and incentives. Our lawyers will help you navigate administrative processes, access incentives, and comply with legal obligations, giving your business a competitive edge taking into consideration the supply chain of your products in order to define the best place for your business.

Our team of experienced attorneys is committed to providing tailored legal solutions, mitigating risks, and maximizing the potential of your nearshore operations.

ADMINISTRATIVE

Foreign and local entities and individuals must inevitably interact with authorities to conduct business. Whether your business requires a license or permit, or a challenge to any law or regulation, **RVA Abogados**, has an experienced team of lawyers highly skilled in Mexican Administrative Laws.

Our attorneys are experts in representing clients before Mexican authorities for purposes of securing authorizations, permits or licenses, obtaining concessions in regulated areas of the economy, or any other proceeding conducted before governmental entities.

Although we try to mitigate the burden of litigation for our clients, **RVA Abogados**, specializes in resolving disputes between governmental entities and clients through administrative and constitutional litigation. Our attorneys work together with other areas in the firm on topics such as antitrust, consumer affairs, customs, government contracts and trade, among others.



ANTITRUST

In Mexico, the area of Antitrust gained major ground after the enactment of NAFTA and the Federal Economic Competition Law. Currently, this complex area is influential in all spheres of economic activity and is an essential part of the planning and implementation of business strategies and related transactions due to rules affecting merger control and antimonopoly provisions.

At **RVA Abogados**, we have a solid practice advising clients on Antitrust matters as well as representing Mexican and foreign entities in procedures before the Federal Competition Commission, including merger control filings; claims and investigations regarding absolute and relative monopolistic practices; filing for private rulings or interpretive letters, and procedures to declare substantial market power of economic agents.

ARBITRATION & ALTERNATIVE DISPUTE RESOLUTION

In recent years, arbitration and Alternative Dispute Resolution (ADR) have grown exponentially in Mexico as alternatives to settle disputes and controversies in contractual agreements, as Mexican and international companies have pursued these alternatives to costly and time-consuming litigation.

At **RVA Abogados**, we offer these as they are often more effective than traditional litigation and allow swifter dispute resolution. We foresee arbitration, mediation, and other forms of ADR as pragmatic ways to achieve our clients' goals, while sparing them the cost, time, and stress of litigation.

Our lawyers are fully experienced in Mexican and international arbitration and mediation regimes and proceedings and are also sensitive to conflicts of laws and cultural differences. Assessing our client needs, we pursue the most effective strategies in appropriate forums such as the American Arbitration Association (AAA) and the International Chamber of Commerce (ICC), as well as specialized venues, including *ad hoc* arbitration under the UNCITRAL Rules.

CIVIL & COMMERCIAL LITIGATION

At **RVA Abogados** we know litigation. We handle complex cases in state and federal courts throughout the nation and before administrative agencies and international arbitration panels. The commercial and civil litigation group at **RVA Abogados** is staffed by litigators with a solid record of high-stakes, high-profile victories and years of experience and substantive knowledge. At **RVA Abogados**, we recognize the importance of collaborating and working closely with clients in each phase of litigation, this is why our litigators collaborate with clients as well as other areas of the firm in assessing risk and developing strategies to avoid and mitigate the burden or likelihood of litigation whenever possible.

We have solid experience in all types of business and civil disputes, including contract claims, joint venture and corporate law disputes, high profile estate planning disputes, bankruptcy



litigation, real estate litigation, construction claims, and insurance coverage claims. At the same time, we have the flexibility to provide clients with the highest quality representation on a creative, cost-efficient basis. With an aggressive, result-oriented attitude, our litigation group is committed to meet our clients' business goals.

CORPORATE–M&A

Our Corporate–M&A practice is one of the most active in our firm. M&A transactions in Mexico present lucrative opportunities for investors seeking to enter the Mexican market or expand their existing presence. Our team of experienced M&A lawyers possesses in-depth knowledge of Mexican corporate laws, regulations, and industry-specific requirements. We offer comprehensive legal guidance throughout the entire M&A process to ensure a seamless and successful transaction.

Legal Due Diligence

Our legal experts will conduct meticulous due diligence investigations, assessing legal risks, and identifying potential liabilities associated with the target company. This critical step will enable you to make well-informed decisions and negotiate favorable terms. We provide valuable insights into contractual obligations, intellectual property rights, compliance issues, and regulatory matters, safeguarding your interests throughout the M&A process.

Negotiation and Documentation

Our skilled negotiators will represent your interests during deal structuring and contract negotiations. We will work closely with you to devise effective negotiation strategies, ensuring optimal terms and conditions are achieved. RVA will draft and review comprehensive legal documentation, including share purchase agreements, asset purchase agreements, and other necessary legal instruments, providing clarity and mitigating risks but specially, our team is well recognized as “deal makers” designing innovative legal strategies for supporting your business deals.

Regulatory Compliance

Mexican M&A transactions involve navigating complex regulatory frameworks. We will guide you through compliance requirements, including obtaining regulatory approvals from relevant authorities. Our legal advisors stay abreast of changes in Mexican corporate law, ensuring your transaction aligns with the latest legal and regulatory standards.

Cultural and Business Synergies

Our legal team understands the importance of cultural and business synergies in successful M&A transactions. We provide cultural insights, bridging the gap between Foreign and Mexican business practices. Our law firm has been member of MSI network affiliating reputable



accounting and legal members around the world and our managing partner has led the Latin American practice of MSI for more than 20 years. Our goal is to facilitate a smooth transition, maximizing the potential of the combined entities in Mexico and Latin America and other jurisdictions.

Risk Management and Dispute Resolution

In the event of any post-transaction disputes or conflicts, our team is equipped to handle complex commercial litigation and arbitration cases. We will work diligently to protect your interests and resolve disputes efficiently, utilizing our expertise in Mexican dispute resolution mechanisms.

Government Relations and Incentives

Benefit from our strong network and established relationships with government entities and relevant authorities. We assist with obtaining necessary approvals and permits, ensuring compliance with regulatory requirements. Our team is well-versed in government incentives, grants, and investment promotion programs that can provide additional support for your M&A activities and some of our lawyers have been recognized as prestigious legal influencers in Mexico.

GOVERNMENT CONTRACTS

In recent years, all government procurement procedures have become more complex and demanding. With broad experience, our government procurement team offers a full-service practice, including advice on participation in international and Mexican bidding procedures, as well as in restricted invitation and direct award processes, including elaboration and negotiation of contracts with federal, state, and municipal authorities, regarding public-private partnership (PPP), infrastructure, and service projects.

Our practice is focused on working together with our clients from the start of a government procurement procedure to the execution of the contract with the corresponding governmental entity. We provide legal support and advice on the design and drafting of the conditions to bid, clarifications meetings, contract analyses, as well as on the preparation and review of technical and economic proposals.

The government procurement attorneys of **RVA Abogados** work together with our litigators to represent clients in resolving disputes that arise from government procurement procedures, through administrative and judicial litigation.

INSOLVENCY & BANKRUPTCY

Our lawyers have been involved in major corporate reorganizations representing different types of parties-in-interest, not only debtors or financial institutions. As a result, our firm has



a deep understanding of the dynamics of the reorganization process from each constituent's point of view.

We are pro-active and resourceful in our approach to restructuring and litigation. We handle complex, commercial litigation and settlement of contested matters in the bankruptcy courts and in federal appellate courts, including complicated fraudulent conveyance and preference actions. The **RVA Abogados** team has broad experience in the litigation aspects of bankruptcy practice and extensive expertise in handling domestic and international insolvency.

INTELLECTUAL PROPERTY & TECHNOLOGY

RVA Abogados, provides a wide range of intellectual property protection services, such as trademark, patent, and copyright registration. Our attorneys also provide clients with the legal resources to enforce those rights through litigation.

We work with clients to develop cost-effective IP portfolio filing, as well as maintenance and enforcement strategies.

With growing frequency, the protection of intellectual property rights has become adversarial. **RVA Abogados**, has experience in the enforcement of intellectual property rights through litigation and other procedures. Our intellectual property attorneys work closely with the firm's corporate, administrative, and litigation practice groups to assist clients in all phases of intellectual property protection.

In addition, **RVA Abogados**, offers extensive expertise in software and technology licensing and development agreements, domain names registration, Internet and technology related matters, including intellectual property audits, strategic alliances, website agreements, and other service contracts.

ENERGY AND MINING

RVA Abogados offers legal assistance to their clients to negotiate in the different energy rounds resulting from the Energy Reform Law, under the regulatory framework with the corresponding government bodies such as Energy Regulation Commission, Energy Ministry, Tax Ministry, National Commission of Hydrocarbons and Petroleos Mexicanos and its productive subsidiaries and affiliates.

Our lawyers provide you with a vast range of legal counseling in different transportation, commercial and operational contracts related to international trading of hydrocarbons, crude oil, gasoline and other crude oil products, together with the draft of contingency plans for preventing pollution casualties for the trading of hazardous materials either by sea or by land.

RVA Abogados advises multinational companies on self-generation, cogeneration, and renewable energy projects (wind, biogas and solar); legal advice in the preparation and



negotiation of all types of agreements involving mining rights; legal advice on handling and using explosives and dangerous substances regarding mining activities and; legal matters related to the acquisition, assignment, payment and recording of mining rights, as well as the issuance of mining licenses.

LABOR, EMPLOYMENT AND IMMIGRATION

When you have labor and employment needs, you want a firm that understands and services your entire business. **RVA Abogados** is committed to counseling and advocating for you every step of the way in any labor matter. Our attorneys are experienced in all phases of the employer-employee relationship.

The services provided by **RVA Abogados** mainly focus on developing a “preventive culture” for our clients to provide them with better strategies to minimize future labor risks.

Our labor practice centers on issues that could cause future liabilities. We advise clients on drafting and negotiating individual and collective employment agreements; drafting and implementing company codes of conduct or practice and other manuals; preparing and implementing alternative/flexible remuneration schemes; and carrying out tactical measures on all types of termination of employment agreements, including preparation and execution of notices of termination, among others.

Although we strive for a preventive approach, in many cases litigation is unavoidable. Therefore, in order to better assist our clients, we have brought together a strong litigation practice. This gives us a unique perspective on solutions for government and private employers faced with litigation issues, whether with individuals or labor unions, including breach of contract and non-compete agreements, wrongful termination, and any other claim or lawsuit before both local and federal labor boards and courts throughout Mexico. Also, we provide solutions as well as counseling and litigation in social security and workers’ housing fund matters, among others.

Our experience includes handle and process immigration documentation for top-level executives and their families and resolve controversies related to foreign employees before the National Immigration Institute.

REAL ESTATE

At **RVA Abogados**, we understand the importance of maximizing the value of real estate investment. Accomplishing this is a complex matter that requires high-level legal support. Whatever real estate challenge our clients face, we offer transactional and regulatory experience as well as significant knowledge in the areas of foreign investment restrictions, zoning and compliance with land use regulations, as well as corporate and tax considerations.

Our real estate lawyers have broad experience in diverse forms of finance, representing some of the biggest developers in Mexico, lenders, and borrowers in acquisition loans, land



development loans, construction loans and letters of credit. We assist in the formation of joint ventures, holding companies and real estate investment trusts for purposes of buying, selling, leasing, and financing real estate projects.

Our project list includes office buildings, mixed-use projects, condominiums, recreational amenities, hospitality, industrial facilities among other commercial real estate.

CORPORATE GOVERNANCE AND COMPLIANCE

Our corporate governance practice includes services such as close collaboration with in-house corporate teams on the strategy and execution of goal oriented compliance-operating schemes in accordance with each client's business profile; implementation of procedures for the tracking and valuation of such schemes; advice on the selection, appointment, and training of individuals in charge of corporate governance and regulatory compliance programs; counsel and support in-house teams in connection with compliance and/or regulatory audits or investigations as well as the legal consequences arising therefrom and provide legal advice regarding regulatory compliance with international anti-corruption regulations.

TAX

One of the key factors in investment decisions is the impact of taxes. Therefore, precise knowledge of local tax provisions is essential. From an international perspective, as commercial barriers continue to disappear, Mexico has also attempted to offer security to investors by signing over forty tax treaties with different countries. Familiarity with the benefits of such treaties is invaluable to investors.

Our tax department has extensive experience advising clients from a national and an international tax perspective. From the tax effects of employee benefits to the tax consequences of international reorganizations and stock sales, our tax attorneys provide expert legal advice on a wide variety of tax topics for individuals or multinational enterprises.

At **RVA Abogados**, our experience and capabilities allow us to represent clients in a variety of situations, whether counseling corporations during tax audits, pursuing administrative appeals of audit results, or litigating tax matters at the trial court or appellate court level. We know when to go to court and how to litigate successfully.

What makes our tax team unique is that consultants and litigators work together on most projects, providing feedback to avoid disputes with tax authorities or to obtain favorable results if a case has reached the courts.

LOBBYING AND GOVERNMENT RELATIONS

RVA Abogados performs special negotiations on behalf of its clients before federal, state and municipal administrative authorities, as well as the Federal and State Legislative Power.



The effects of the global economy in the Mexican marketplace, the special requirements of our clients doing business, and the speed of the political changes in our country force law firms to be in permanent contact with the main actors of the political arena and our government. Some of our clients have engaged our services for purposes of lobbying amendments to important statutes, obtaining licenses, permits, concessions or other governmental authorizations, negotiating terms of contracting with public entities and agencies, and obtaining governmental support in the pursuance of deeper commercial relations with countries which have not been regarded in the past as important commercial partners. All this requires a profound knowledge of the political legal system, a very deep interest in our country and the sensibility to provide effective solutions to very demanding needs.

COMPLIANCE REGARDING PERSONAL DATA PROTECTION

In accordance with recent legislation, we have incorporated into our professional practice the area of compliance regarding "PERSONAL DATA PROTECTION", this new area is headed by well-known and recognized specialist who is member of the citizenship board of INAI (Federal Protection Data Institute).



SOME OF OUR CLIENTS



