



Tumi Law Firm CV

Tumi Law Firm, hereinafter referred to as “TLF” or “the Firm”, has been established since 1990 and is now the largest law firm in Libya. The firm deals with foreign and multinational companies and has an extensive database of the well known companies on the Libyan market, especially in the fields of Oil & Gas and Construction.

In January 2010, Tumi Law Firm established an association with **SNR Denton**, an international law firm with headquarters in London, UK and Washington, USA. In addition, TLF has collaborative relationships with leading international law firms, such as Hogan & Lovells, CMS, Al Tamimi, Reed, De Vreede Advokaten, Freshfields (London, UAE), Reed Smith London, Perez Llorca, Baker & McKenzie, Norton Rose LLP, Al Tamimi & Company, Allen & Overy, Linklaters

TLF has an access to international legal resources through the networks of Alliance of Business Lawyers, US-Libya Business Association, International Bar Association, Counsel Alliance, Association of European Attorneys and Lex Arab (Association of Arab Business Lawyers). The Firm is quoted on Legal 500 and Chambers Global as a leading law firm in Libya.

TLF is dedicated to effective and efficient delivery of legal services. The firm offers experience and expertise in a wide range of legal disciplines, ranging from Consultations in all aspects of Corporate Law, Labour Issues, specialized and technical niches, to Litigation at all levels of Libyan Courts, Negotiation (M&A and Mediation), and Arbitration at International Arbitration Centres (namely Dubai and Paris).

TLF offers its clients fully integrated legal representation on a wide range of domestic and international projects and transactions. Its extensive experience includes representing entities in numerous capacities, including lenders, developers, investors, project financing, and real state. Due to the particularity of local business environment, TLF has been involved in counseling major regional energy and infrastructure projects.

TLF executes a large amount of advisory work for corporate clients on matters as negotiations and formation of contracts, international trade, banking regulations, corporate compliance, construction contracts, joint venture agreements, corporate finance arrangements, establishing commercial contractual relationships (Agent and Distribution agreements).

To provide its client a universal range of services, TLF has at its disposal permanent reliable entities for additional legal support:

- A subsidiary “Al-Koun” is specialized in registering branch offices for foreign companies, commercial agencies, and intellectual property rights and trademarks – www.alkoun.com
- In-house Public Notary for notarizing contracts and the constitutional documents for the Joint Venture companies.
- Legal Translators (English-Arabic and vice versa) certified in Libya and Malta

Conclusively, TLF has the capacity and capability to provide a total package of professional legal and auxiliary services to its clients.

- **In brief, TLF offers the following services:**

Legal Consultations:

- On the general aspects of the Libyan legal system, in order to be familiar with the applicable laws, regulations and custom;
 - On the contract law and the relative rules under civil code, Commercial Code and Company law and regulations;
 - On taxation matters, with respect to the applicable law regulating the income tax, customs and stamp duties taxes and the like.
- Outlining:
- Applicable laws, regulations and practice relative to performing business in Libya;
 - Tender process under the Libyan Administrative Regulation.
- Elaborated Legal Opinion and 'One-Stop-Shop' services related to:
- Foreign Direct Investment, with respect to the relevant laws, regulations and practice;
 - Labour law, including the analysis/drafting/reviewing employment contracts, or contacting the concerned authorities such as Labour Office and Social Security Fund;
 - Setting-up legal entities according to the requirements of the Libyan Commercial Law, Investment Law and Free Zone.
 - Variety of dispute resolutions, whether on amicable basis, or by commercial arbitration or litigation;
 - Due diligence on the potential partner in Libya whom foreign companies anticipate to cooperate with.

Knowledge of Libyan Law and Practice (selected fields only)

Dr. Tumi, the Firm's managing partner, has over 30 years of legal experience in the Libyan oil industry. Most notably, Dr. Tumi worked as a Senior Legal Advisor for Agip Oil for five years, during which time he oversaw the legal aspects of the Bouri Field concession. Apart from the expertise in **Petroleum Tax Laws and Regulations, Income Tax Law, Stamp Duty Law, Customs Duty Law, Environmental Law, Insurance Law, and Foreign Investment Law and/or Regulations, the Firm has extensive experience in the following:**

General Contract Law

The Firm has advised on various aspects of Libyan contract law, governed by the Civil Code, as well as private international law, governed by various treaties, the Firm also has experience in drafting and negotiating contracts. The following is a non-exhaustive list of the Firm's contract law practice.

Agency and Distribution Contracts: The firm has advised several international automobile manufacturers, amongst others, on their Libyan agency contracts, most of which were drafted within the Firm.

Sale and Supply Contracts: The Firm has drafted and advised on local and international sales contracts, applying Civil Code Rules, the Administrative Contracts Rules and others.

Loan Security Agreement: The Firm has advised on both local and international loan agreements for the finance of projects such as the purchase of oil drilling rigs and ships as well as drafting the security documents and deeds needed to guarantee the loan obligations.

Employment Contracts: Vast experience in drafting all types of employment contracts, such as limited duration and unlimited duration contracts; from simple employee contracts to high level management contracts.

Lease Contracts: The Firm maintains an excellent database of lease contracts for various propose, such as commercial and residential property leases, vehicle lease contracts and equipment lease contract.

Work Over and Drilling Contracts: The Firm has advised on drafted several work Over and drilling (both oil and water) contracts from large operators in the Libyan market.

Employment Law

Further to the Firm's expertise in drafting and negotiating employment contracts, the Firm has two lawyers who specialize in employment law, namely, Law No. 58/1970. The lawyers have experience in negotiating the termination of employee's contracts, renegotiating employment terms and have drafted numerous Codes of Conduct and Internal Penalty Schedules for our clients. The Firm provides advice on health and safety rules and regulations applicable to employees in Libya, as well as on issues of foreign workers in Libya, such as work permits, residence visas and issues with the Libyan Manpower Office, with whom TLF maintains very good relations.

The litigation team has proven experience in practicing the employment law before the courts of Libya, successfully representing employers and employees.

Land Law and Conveyance

The Firm has solid experience of land law and the Libyan conveyance system. It has advised on the purchase and usufruct of land, as well as buildings, and investigated and resolved issues of title and ownership. Furthermore, the Firm's team of litigators has proven experience in litigating title disputes, inheritors' disputes and landlord and tenant disputes.

Litigation (Libyan Courts and Arbitration)

Litigation department of TLF is lead by attorneys with rights of audience before all courts in Libya, from the First Instance Courts and Tribunals to the Supreme Court of Libya. They have won cases at all levels dealing in most subject matters of Libyan law:

- Representation of foreign companies and employees, local Libyan companies and individuals as well as taking part in class action suits;
- Employment matters, sale and supply contracts, and many other legal areas;
- Representation of clients before the criminal courts on a case-by case basis;

Most recent achievements:

- Acquittal of an employee of Saipem, charges with homicide following a road traffic accident;
- Germa settlement;

The Firm has extensive experience and success in Enforcement of Judgments made by the Libyan courts, both private and public bodies.

The Firm employs two attorneys who are accredited as Arbitrators and Mediators by international organizations such as the Chartered Institute of Arbitration (London), the Centre de Conciliation, d'Arbitrage et d'Expertise (Paris), Dubai Arbitration Centre. They have provided advice on arbitration proceedings, arbitration clauses and has provided expert advice to arbitration tribunals. Furthermore, the Firm has substantial experience in enforcing ICC Paris Arbitration Awards in Libya.

Structure of the Firm

Tumi Law Firm comprises two sections: legal Arabic, for litigations, and paralegal English, for legal consultation. Some attorneys may at the same time work in both sections on two different cases or projects. In addition, there is a strong administrative support at the Partners' Office, with Partners' Secretary coordinating appointments and schedules. All departments are interdependent and are resulting in synergy to mutual benefit.

Support Staff

TLF Partners believe that support staff is the backbone of any successful legal practice. Subsequently, TLF employs:

- Full time secretary;
- Full time accountant;
- Full time typist;
- Full time translator, English-Arabic;
- Full time courier;
- Full time office attendant.

The Firm is located in the Qadisiya square, Ben Ashour area of Tripoli, in the vicinity of many diplomatic missions. The office is a three storey building with designated parking facilities, two conference rooms, dedicated client hospitality facilities and up to date internet server and telecommunications facilities.

Other Qualities of TLF

Tumi Law Firm is proud to nurture these qualities:

- Professional, hard working attitude, uncompromising Business Etiquette;
- Client-focused individual and flexible approach;
- Commitment and efficiency;
- Western Educated and Libyan qualified staff;
- Proven expertise in many areas of Libyan and international law;
- Multilingual work environment;
- Excellent support staff;
- Large law library including more than 1500 law volumes;
- Excellent IT and telecommunications facilities;
- Security alarm system of the Office premises.

Scope of Work:

Tumi Law Firm offers the COMPREHENSIVE AND ALL-INCLUSIVE LEGAL CONSULTANCY SERVICES to its clients which may include, without limitation, any of the following:

1. Legal advice on civil, corporate, business, environmental, administrative, tax, contractual and labour law, as well as any regulations applicable to energy sector in Libya;
2. Assistance in regulatory affairs and compliance therewith;
3. Contractual arrangements;
4. Legal opinions related to any matters described in this scope of services;
5. Assistance in petitions and litigation, dispute resolution and crisis management;
6. Advice on any other legal or regulatory matters in connection with clients' activities in Libya.



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