

ALCANTARA **MINUTTI**_{sc}



About
US

Alcántara Minutti is a law firm composed by specialists who are characterized by their excellence and technical legal expertise.

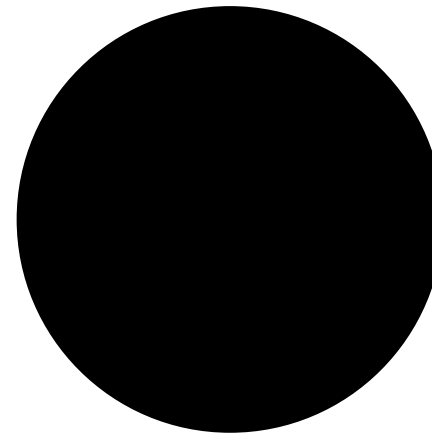
Our firm is unconditionally committed to their clients (national and international) in order to provide them with creative and comprehensive solutions in accordance with the demand and complexity of their projects and commercial challenges.

Our services are designed to generate additional value for our clients and their businesses. Providing them with legal certainty regarding decision making processes which will enable us to plan and successfully manage future actions together.

PRACTICES

In Alcántara Minutti we have extensive experience providing highest quality legal advice in the following practice areas:

- Administrative Litigation
- Civil and Commercial Litigation
- Corporate Law
- Labor and Social Security
- Personal Data Protection
- Real Estate
- Tax Law



PARTNERS

JOSÉ CARLOS ALCÁNTARA MINUTTI

José Carlos is the leader of the Firm's litigation and consulting practice within the civil and commercial law areas. He has more than 14 years of experience as a litigation attorney and consultant within our country, successfully representing national and international companies before federal and local courts and all types of government authorities.

José Carlos has collaborated as legal consultant for companies in construction, automotive, hydrocarbon, health, and real estate industries, where he invariably provides fully integrated advice that anticipates any type of conflict that may arise, resulting in an effective and definitive solution.

Overall, he has participated in the development and implementation of corporate strategies in order to obtain permits for industrial, real estate developments and infrastructure projects.

Education

Law Degree (J.D. equivalent) from Universidad Autónoma de Querétaro.
Complementary legal studies from his Alma Mater.

Personal Memberships

Member of Querétaro Bar Association.



JUAN PABLO ALCÁNTARA MINUTTI

Throughout his experience, Juan Pablo has focused on generating added value to our clients' businesses through the area he leads, providing comprehensive and high-quality consulting to national and transnational clients on labor, employment and social security matters.

Consulting since the beginning of the activities of such entities in Mexico and the development of the social life of companies, becoming a key ally for our clients within their labor and commercial.

Juan Pablo has participated in the creation, restructuring and implementation of solutions and operational schemes with his clients, guaranteeing compliance and observance of the regulations and the obligations set forth by the Labor & Employment Legislation.

He has extensive experience in recruitment and termination scenarios for expats, collaborators and high-level officials, given his recognized ability to draft, negotiate and implement the labor documents required by de- facto conditions.

Education

Law Degree (J.D. equivalent) with honorable mention, Universidad Panamericana, Mexico City.

Master of Legal Sciences (LL.M.), Universidad Panamericana, Mexico City.

Complementary legal studies from the University of Pennsylvania.

Administrative Litigation

Our administrative law practice area includes advice and representation regarding the relationships of individuals with various levels of administrative authorities either at the federal, state and/or municipal level.

We collaborate with our clients through consulting and handling of procedures before the aforementioned authorities.

Among the services offered within this area of practice it entails; representation in administrative matters before the authorities of the various levels of government, as well as the filing defence resources, i.e. administrative appeals, amparos, constitutional controversies, unconstitutional actions.

Our work team has extensive experience in the attention and management of contentious-administrative procedures, as well as administrative procedures followed in the form of a trial.

Civil and Commercial Litigation

We provide support to every single one of our clients from various industries in the processing and conclusion of every litigation phase before local and federal courts. Our objective is to establish a solid strategy that safeguards the interests of clients, with the permanent design to mitigate legal contingencies that may arise.

We address and resolve situations and cases related to compliance and non-compliance with:

- Civil contracts.
- Disputes arising from the ownership and possession of real estate.
- Civil liability.
- Family matters conflicts (i.e. divorce, parental authority, custody, inheritance).
- Any other controversy that is generated between the rights, obligations, property and possessions.

In commercial litigation, we advise and settle commercial conflicts that entail:

- Construction or execution related to the fulfillment or breach of commercial contracts.
- Negotiation and restructuring of debts.
- Indebtedness.
- Recovery of overdue portfolio by judicial and extrajudicial means.
- Commercial bankruptcies.



Corporate Law

Our practice area has a wide-range domain and extensive experience in the preparation and negotiation of any instrument related to the operation and activity of our clients, within the services of this practice, we offer our clients the knowledge and expertise to generate comprehensive advice on issues regarding the constitution, corporate governance and other business-related agreements.

Our wide range of services in corporate matters include:

- Analysis and preparation of legal contracts that have as their object the merger, acquisition or sale of businesses belonging to the various branches of the market.
- Constitution, restructuring, winding up, transformation and liquidation of companies.
- Granting of Powers of Attorney.
- Association Formalizations.
- Preparation of agreements and legal documents to be executed by and between partners or shareholders.
- Implementation and execution of legal audits regarding national and foreign entities that enable us to identify and determine the legal situation current risks of the company.

As well as other activities focused in fully protecting the interests of our clients.

Labor and Social Security Law

The labor and social security law practice area offers our clients the generation of innovative schemes and solutions that allow them to start or maintain their operations in accordance with current legislation.

We provide our clients with services and advice, since the beginning until the termination of any employment relationship within the organization; which entails the implementation of hiring schemes that best suit your needs, as well as the execution of labor, non-disclosure or non-compete documents corresponding to the scope of your business.

The correlation between labor relationships and social security issues is imminent. For this reason, our work team advises organizational entities regarding the fulfillment of their obligations before the Mexican Institute of Social Security and other institutions of social nature (employee - employer) in Mexico; including the processing and substantiation of administrative appeals, nullity suits and amparo procedure claims.

Our preventing consulting efforts are designed to mitigate risks in corporations. All legal audits are carried out in order to implement corrective and optimizing measures in the corresponding documents, labor structures, or execution preventive measures focused in future contingencies management while complying with the requirements issued by the authorities.

We assist our clients in personnel transfer processes, advising on the employment implications that the merger, acquisition or sale of corporate entities could develop.

Personal Data Protection

Due to the constant evolution of technologies in our society and the consequent regulation of said technological progress, our work team offers consulting along with a work plan in order for the personal data to be processed by our clients is in accordance with the applicable legislation. In such regard, this implies fulfillment within the requirements and obligations established by competent authorities, and the implementation and execution of documents, protocols and guidelines required.

We advise and guide our clients regarding compliance with the Personal Data Legislation on the matter, in addition to the drafting and implementation of Privacy Notices considering the circumstances of each of the organizational entities.

Our Firm also advises in all matters related to security measures, cancellation and retention of personal data, within your collaborators, visitors, clients or providers. We also assist our clients in the drafting, review and implementation of Data Management Manuals and Privacy Policies, in order to optimize all practices in the processing of personal data and general information.



Real Estate

Our practice area in Real Estate Law advises our clients in all commercial, industrial and housing operations, regarding purchase agreements, trusts or similar legal structures.

Our team has extensive experience in management and development of procedures and negotiations with federal and local authorities within all development nature projects.

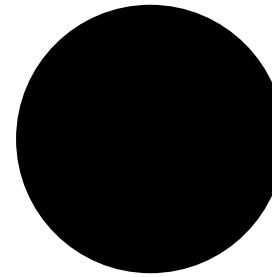
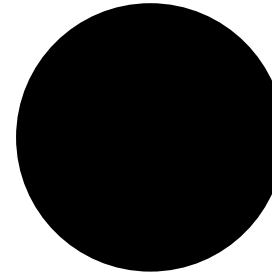
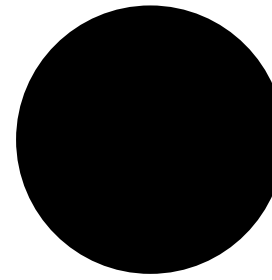
We aid our clients in all matters related to acquisition, leasing and regularization. We also handle the execution of any sort of property agreements for the development, construction and implementation of Real Estate operations; such as structuring and conclusion of any commercial, industrial and housing projects.



Tax

Our work team provides all our clients with specialized and preventive advice on tax in order to avoid any possible contingencies or breaches in accordance with current applicable legislation, which given its specific nature entails an implicit versatility, resulting in constant modifications regarding the regulations issued by the competent authorities.

Likewise, our services in tax matters contemplate the management, study and filing of legal defenses in the event of potential or present litigation.



The various legal services performed by this practice area include:

- Implementation of legal tax strategies that allow our clients to obtain benefits during their development.
- Filing of administrative defense resources before the determination of a tax credit.
- Filing of nullity proceedings before the Federal Court of Tax and Administrative Justice.



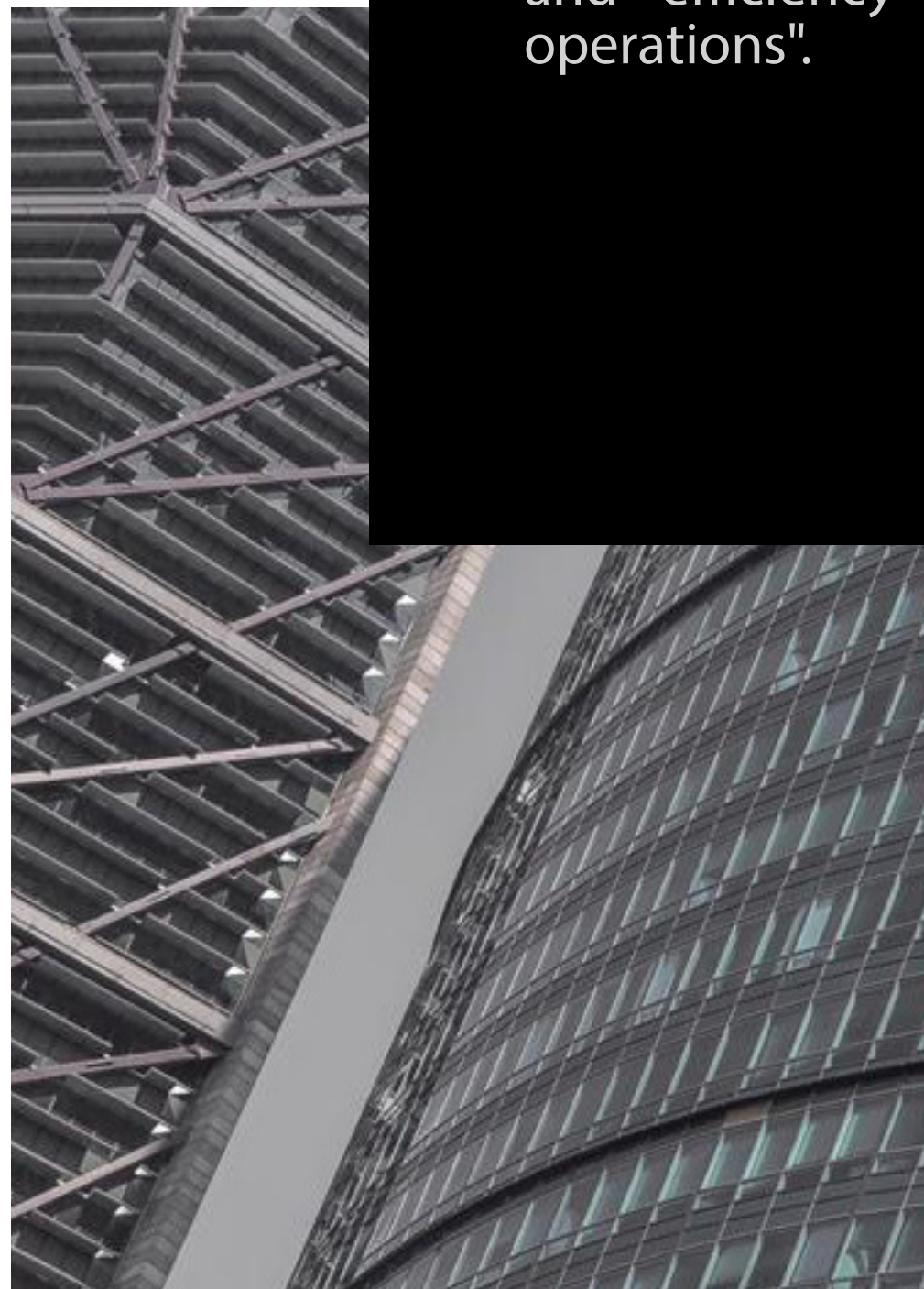
How can we enhance your
BUSINESS DEVELOPMENT?

We fully understand and adapt to your needs, realizing the importance of personalized attention in all your endeavors, from the creation to the implementation of the effective solutions.

We are conscious that daily struggles, must be confronted with innovation, experience, skills and effort that results in comprehensive solutions linked with the culture and development of your business.

Coordination and joint efforts are essential for decision-making. We build a critical-constructive dialogue between the practice areas of the firm, in order to provide you with a comprehensive and effective strategy.

"We elaborate business perspective legal solutions, focused to provide higher quality and efficiency to your processes and operations".



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