JUAN BERNARDO TASCÓN

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**Practice areas:**

Litigation, Arbitration and Conflict Resolution

Insurance

Asset Management and Protection

Commercial and Corporate Law

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana, with a specialization in Civil Liability and Insurance from Universidad EAFIT and a Master’s Degree in Law from Universidad Pontificia Bolivariana. He is an arbitrator in commercial and insurance law at the Medellin Chamber of Commerce and has more than 15 years of experience as a litigation lawyer, especially in matters of civil liability and insurance, class and group actions, arbitration and tax liability and State proceedings. He has also provided various consultancies on conflict resolution, private procurement and underwriting matters. He is a professor of civil liability and insurance in undergraduate and graduate degrees at various universities in the country.

MARÍA CAROLINA URIBE

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**Practice areas:**

Commercial and Corporate Law

Real Estate Law

Mergers & Acquisitions

Crisis Management

Nonprofit Entities

**Languages:**

English

French

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a specialization in Business Law from Universidad Externado de Colombia. She has completed the programs **“**Women in Leadership**”** and **“**Management Essentials**”** at Columbia University (NY) and **“**Circular Economy and Sustainability Strategies**”** at Cambridge University (UK). She is an arbitrator in commercial law for the Medellin Chamber of Commerce for Antioquia. She has more than 20 years of experience leading legal teams of companies, as well as structuring, negotiating and implementing national and international transactions, issues of shares, bonds and other securities in Colombian and foreign stock markets.

She served as Secretary General and Legal Manager for Grupo Exito and Carulla Vivero. She was also Assistant to the President and Head of Legal Consulting in the same group. She currently leads the legal teams of Industrias Haceb S.A. and Almacenes Flamingo S.A., among other consultancies.

In her experience, she has participated in outstanding transactions such as the merger between Almacenes Exito S.A. and Cadenalco S.A., the investment of Grupo Casino in Exito, the acquisition processes of Carulla Vivero and various companies in the retail sector, the joint venture between Industrias Haceb and Whirlpool for the manufacture of household appliances, the structuring of the alliance between Almacenes Exito S.A. y Arquitectura y Concreto S.A. for the development of shopping centers, structuring of credit systems in the real sector, international manufacturing agreements , among others.

She is a member of the Boards of Directors of important entities such as the Pablo Tobón Uribe Hospital, the Colombian American Chamber of Commerce (Amcham Antioquia), Grupo Sura, Makaia Corporation and the Pueblo de los Niños Corporation.

CARLOS FERNANDO HENAO

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**Practice areas:**

Commercial and Corporate Law

Mergers & Acquisitions

Real Estate and Urban Planning Law

Crisis Management

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a specialization in Business Law from Universidad Externado de Colombia and a specialization in Industrial Property, Copyright and New Technologies from the same University. Likewise, he has a Master’s Degree in Private Law from the University of Utrecht in the Netherlands. He has more than 20 years of experience primarily advising companies in the real sector. He has been Secretary General of Productos Familia S.A. and Almacenes Exito S.A. and has provided advice on the internationalization processes of companies, as well as on various mergers and acquisitions processes.

AMALIA ESCOBAR

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**Practice areas:**

Commercial and Corporate Law

Mergers & Acquisitions

Tax Law

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a Master’s Degree in International Business Law from London School of Economics. She has more than six years of experience in tax, commercial and corporate law. She has worked for different firms in the cities of Medellin and Bogota, in which she has participated in the development and implementation of international and national tax structuring, asset protection and tax characterization of complex legal businesses and their commercial and corporate implementation.

DANIELA VÉLEZ

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**Practice areas:**

Commercial and Corporate Law

Mergers & Acquisitions

Nonprofit Entities

**Languages:**

English

**Profile:**

Lawyer from Universidad EAFIT with a specialization in Civil Liability and Insurance from the same University and a Master of Laws (LLM) from University College London (UCL). She has extensive experience in mergers and acquisitions (M&A) and corporate and commercial law, advising companies from different sectors in day-to-day operations. She has participated in important transactions in different sectors, leading due diligence processes and negotiations on acquisition and investment documents, as well as shareholder agreements and the structuring of guarantee mechanisms.

DAVID LOPERA NOGUERA

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**Practice areas:**

Labor, Social Security and Immigration Law

**Languages:**

English

**Profile:**

Lawyer from Universidad del Norte, with training in Conciliation, Labor Law and Social Security from Universidad del Norte with experience in Litigation, representation and defense before administrative authorities, actions for the protection of fundamental rights and Labor Legal Advice, Migratory Law and Mining Law with a focus on the business sector. He has 12 years of experience working in law firms and in the real sector, with the ability to manage conflicts with union personnel, collective bargaining and personnel with job security privileges, disciplinary procedures, disabilities, retirement of personnel, payroll management and audit processes before the UGPP.

LINA MARÍA HOYOS

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**Practice areas:**

Tax Law

Asset Management and Protection

Commercial and Corporate Law

**Languages:**

English

French

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a specialization in Tax Legislation from the same University and a Master’s Degree in Commercial Law from Monash University, Australia. She has more than 14 years of professional experience in tax, commercial and asset planning/protection issues, working for Ignacio Sanin & Cia, Abogados, Deloitte, and for entities abroad (among them, the UN in Bangkok and KCL Law in Australia). She is a university professor at EAFIT.

LUISA CARMONA

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**Practice areas:**

Commercial and Corporate Law

Nonprofit Entities

Compliance

Asset Management and Protection

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a specialization in Commercial Law from Universidad de los Andes. She has more than 10 years of experience in which she has worked in the Superintendence of Companies, in the real sector and in law firms, especially in commercial law, corporate law, corporate governance and compliance.

MARÍA ADELAIDA ZAPATA

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**Practice areas:**

Real Estate and Urban Planning Law

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a specialization in Commercial Law from Universidad Externado de Colombia and a Master’s Degree in Private Law from the University of Strathclyde in Scotland (LLM). She has extensive experience in structuring, due diligence and advice in real estate transactions, including trust operations, operation of shopping centers and large-scale warehouses, service stations and hotel projects.

MARÍA CAMILA SALAZAR

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**Practice areas:**

Commercial and Corporate Law

Insurance Law

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a specialization in Business Law from Universidad Externado de Colombia. She has experience in commercial, corporate and financial law. She has participated in business reorganization processes of entities supervised by the Financial Superintendence of Colombia; in structuring products and agreements for entities in this sector; and in the implementation of corporate law standards applicable to securities issuers.

MARGARITA RAMÍREZ

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**Practice areas:**

Real Estate and Urban Planning Law

**Languages:**

English

**Profile:**

Lawyer from Universidad EAFIT with a specialization in Business Law from Universidad Externado de Colombia, she has a Diploma in Real Estate and Urban Planning Law from Pontificia Universidad Javeriana and a Diploma in State Procurement from Universidad EAFIT. She has experience in public and private procurement and in-house consulting for entities from different sectors (agribusiness, events, transportation, health, among others).

ÓSCAR FERNANDO JIMÉNEZ

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**Practice areas:**

Litigation, Arbitration and Conflict Resolution

Insurance Law

Commercial and Corporate Law

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a Master of Law from Universidad EAFIT (in the line of Civil Liability). He has experience in judicial processes, mainly in matters of civil liability, insurance, executive proceedings, class actions, group actions and State responsibility processes. He has been a professor of Roman Law for undergraduate courses at Universidad Pontificia Bolivariana and for the Specialization in Civil Liability and Insurance at the same university.

FELIPE VÁSQUEZ GÓMEZ

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**Practice areas:**

Commercial and Corporate Law

Mergers & Acquisitions

**Languages:**

Spanish, English, French

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a degree in Law approved in Spain at Universidad Nebrija. He has experience in contract and corporate law.

ISABELLA VILLA

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**Practice areas:**

Commercial and Corporate Law

Asset Management and Protection

**Languages:**

English and German

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with experience in financial, commercial and corporate law. She has worked in the financial and securities sector, and has experience in the creation of commercial agreements and asset management/protection.

LAURA MESA

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**Practice areas:**

Commercial and Corporate Law

**Languages:**

English

German

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with experience in commercial and corporate law, especially in the preparation of commercial agreements.

MARÍA JOSÉ POSADA

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**Practice areas:**

Commercial and Corporate Law

Mergers & Acquisitions

Nonprofit Entities

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a Diploma in taxes from Centro de Estudios Tributarios de Antioquia. She has experience in business law, mergers & acquisitions, and corporate law. She has participated in transactions with companies from various sectors and has experience leading due diligence processes, preparing agreements for the purchase and sale of shares or assets, shareholder agreements and the negotiation thereof.

MARÍA CRISTINA JARAMILLO

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**Practice areas:**

Commercial and Corporate Law

Labor, Social Security and Immigration Law

Compliance

**Languages:**

English

**Profile:**

Lawyer from Universidad Pontificia Bolivariana with a specialization in Commercial Law from the same University. She also has a Diploma in Real Estate and Urban Planning Law from Universidad Pontificia Bolivariana together with La Lonja, and a Diploma in university teaching from the same University. She has experience in commercial law, consumer law, e-commerce, intellectual property, personal data protection.

MARÍA ALEJANDRA VALENCIA

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**Practice areas:**

Commercial and Corporate Law

Intellectual property

**Languages:**

English

**Profile:**

Lawyer from Universidad de Medellin with a Diploma in Intellectual Property from Universidad EAFIT and a Specialization in Industrial Property, Copyright and New Technologies from Universidad Externado de Colombia.

She has experience in matters related to commercial, corporate and intellectual property law, especially in the projection and structuring of national and international commercial agreements; incorporation, winding-up and acquisition of companies; due diligence for commercial and intellectual property; registration and transfer of distinctive signs and works protected by copyright.

MANUELA BETTÍN

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**Practice areas:**

Commercial and Corporate Law

Mergers & Acquisitions

Nonprofit Entities

**Languages:**

English

Italian

**Profile:**

Lawyer from Universidad EAFIT with a Diploma in intellectual property from the same University. She has experience in commercial and corporate law, especially in the incorporation of companies, drafting of minutes, reconstruction of corporate books, drafting of shareholders’ and investment agreements, and drafting of commercial agreements.

MARÍA CAMILA DEL TORO

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**Practice areas:**

Compliance

Commercial and Corporate Law

Tax Law

**Languages:**

English

French

**Profile:**

Lawyer from the Universidad CES with a Diploma in taxes from Centro de Estudios Tributarios de Antioquia. She has experience in commercial and corporate law, corporate governance, compliance and in the preparation of commercial agreements.

SARA ZAPATA

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**Practice areas:**

Real Estate and Urban Planning Law

Commercial and Corporate Law

**Languages:**

English

French

**Profile:**

Lawyer from Universidad EAFIT. She has experience in real estate and corporate law, especially in the preparation of various agreements and in structuring, due diligence and advice on real estate transactions.

**Commercial and Corporate Law**

We guide the client to comply with the legal requirements during the life cycle of its company, from its incorporation and operation, until its dissolution and liquidation. Likewise, we provide advice on the preparation and negotiation of agreements that meet your commercial and corporate needs, including, among others, the definition of legal vehicles for the formalization of commercial alliances. Moreover, we have experience in matters related to consumer protection and personal data protection.

* Advice on the incorporation, operation, dissolution and liquidation of companies
* Preparation, review, negotiation of commercial agreements
* General secretarial services
* Definition of legal vehicles for the formalization of commercial alliances
* Legal advice on corporate matters
* Support for the structuring of corporate governance models
* Advice on matters related to personal data and consumer law

**Mergers & Acquisitions**

We have a wide portfolio of services through which we advise national and international clients from different market sectors in all legal aspects related to the structuring, negotiation and execution of transactions for the purchase and sale of shares or assets, commercial alliances, joint ventures, mergers and spin-offs, and in general any associative agreement, as well as in the structuring and implementation of investment and divestment alternatives that favor the interests of clients.

* Advice on share/asset purchase and sale transactions
* Corporate and tax structuring for acquisition operations
* Preparation and negotiation of shareholder agreements
* Conduct of due diligence
* Support for closing transactions
* Advice on merger and spin-offs processes
* Structuring of joint ventures

**Real Estate and Urban Planning Law**

We have a wide portfolio of services in matters related to the structuring, execution and operation of real estate projects and assets.

The following are some of the activities that we carry out in our real estate and urban planning law practice:

* Legal support in the preparation, negotiation and formalization of agreements for the acquisition of real estate, as well as for the structuring, design and operation of real estate projects and the establishment of usufructs and mortgages.
* Preparation, negotiation and formalization of lease agreements, space concession and agreements for the commercialization of spaces in shopping centers.
* Clearance of properties through the management of property and registration procedures.
* Legal advice on urban licensing procedures, opinions on land use, urban planning procedures and other matters related to urban planning law.
* Advice to the agribusiness and hotel sector.

Our practice area has been recognized among the leaders in Colombia in the real estate law practice by Legal 500 and Chambers Latin America.

**Litigation, Arbitration and Conflict Resolution**

We serve judicial processes in various areas, especially in matters of private law. Likewise, we provide advice for the resolution of conflicts of various natures.

The following are some of the activities we carry out in our litigation and conflict resolution practice:

* Contractual and non-contractual civil liability litigation
* Arbitration
* State liability litigation
* Insolvency proceedings
* Unfair competition and consumer law proceedings
* Executive proceedings
* Restitution and ownership proceedings
* Class and group actions
* Out-of-court conciliation, transaction agreements, amiable composition and expert panels

**Labor, Social Security and Immigration Law**

We provide services both in the field of consulting and in labor litigation. Likewise, we provide support for proceedings related to the UGPP regarding the inspection processes carried out by that entity.

* Labor and social security consulting
* Management of labor relations
* Management of special situations, disqualifications and jurisdictions
* Inspection processes carried out by the UGPP
* Advice on legal proceedings
* Mass or collective retirement plans

**Tax Law**

We provide various tax-related services, including compliance with formal and substantial obligations, business tax structuring and tax optimization.

The following are some of the activities that we carry out in our tax practice:

* Tax structuring of businesses and operations
* Advice on compliance with fiscal, substantial and formal obligations
* Tax opinions on the application of tax rules
* Advice on foreign investment from and to Colombia
* Response to requests of tax authorities

**Asset Management and Protection**

We support our clients in the evaluation of their wealth and family situation regarding various aspects such as the protection, control and succession of their assets.

We have experience in exploring the convenience and implementation of measures such as:

* Family protection companies
* Commercial trusts
* Civil trusts, donations, usufructs
* Overseas structures
* Testaments, advance medical directives, general powers of attorney
* Shareholder agreements and family protocols
* Review of the marital partnership regime
* Succession proceedings

**Crisis Management**

We manage and advise our clients in any situation that threatens the business, reputation or existence of their company.

Through this practice area, we ensure the provision of adequate information to decision-makers and we build and ensure a consistent and accurate narrative for the Board of Directors and Management, with an emphasis on possible collateral events. Likewise, we manage relationships with relevant regulatory entities for the operation of the company and provide legal support for the preparation of crisis protocols.

**Insurance Law**

We provide support in the drafting and handling of claims to insurance companies, and in the representation of insurers or policyholders in legal proceedings. We are able to deal with matters related to various types of policies, including civil liability, compliance, lost profits, financial risks, among others.

**Compliance**

In our portfolio on compliance issues, we provide advice on the implementation of compliance systems to prevent and manage risks related to the prevention of money laundering and terrorist financing.

* Advice on the preparation of risk matrices
* Preparation of Manuals and/or Policies according to the sector and context
* Preparation of the necessary procedures to manage risks (due diligence, intensified due diligence, cash management, politically exposed persons, ethical line, among others)
* Support to the compliance officer in the performance of his/her functions

**Intellectual Property**

For our intellectual property practice, we have partnered with Brigard Urrutia and its associated firm Brigard Castro to jointly provide comprehensive and specialized advice on the following Intellectual Property issues:

* Processing and registration of distinctive signs (trademarks, slogans, banners and trade names)
* Processing and registration of new creations (patents, utility models and industrial designs)
* Copyright
* Image rights
* Domain names
* Intellectual property litigation and transactions
* Negotiation of agreements for the protection of intellectual property

**Nonprofit Entities**

We advise all types of nonprofit entities to comply with legal requirements, from their incorporation and operation, until their dissolution and liquidation.

The following are some of the services included in our portfolio:

* Advice on incorporation, operation, dissolution and liquidation
* Legal advice on corporate and commercial matters
* Support for the structuring of corporate governance models
* Special Tax Regime and other tax benefits

**Entertainment Law**

For our sports law practice, we have partnered with Brigard Urrutia to provide advice, among others, on the following issues:

* Transfer and Procurement
* National and International Litigation
* Tax, Labor, Immigration and Corporate Affairs
* Independent Business Review
* Corporate governance
* Value Maximization
* Assurance of financial integrity

### Odinsa:

### Among the professionals of Uribe Henao Abogados, we highlight an intellectually proactive team, accessible when working, with knowledge of business, regulations and a special ability to generate ideas and solutions that meet the particularities and needs of clients. The ability to offer simple and achievable solutions to complex legal matters, position UH Abogados as a benchmark of the legal profession in Colombia, with which, without a doubt, we wish to continue managing various matters.

### RCI:

### Working with Uribe Henao Abogados has been the best decision for the company. Their services and consultancies are framed under high quality standards. They have a proactive and responsible human team with deep knowledge in different areas of law. Their work is truly impeccable, which undoubtedly sets them apart in the market. We emphasize the level of customer service, they are always available to the client, constantly providing the right solutions. They are a first class team.

### Country:

### At Uribe Henao Abogados we make emphasis on the comprehensiveness, quality and seriousness of its legal advice in the various areas of law, which as clients has provided us with great trust and satisfaction.

### STLTH:

### Among the professionals of Uribe Henao Abogados, we highlight an intellectually proactive team, accessible when working, with knowledge of business, regulations and a special ability to generate ideas and solutions that meet the particularities and needs of clients. The ability to offer simple and achievable solutions to complex legal matters, position UH Abogados as a benchmark of the legal profession in Colombia, with which, without a doubt, we wish to continue managing various matters.

### Gran Colombia:

### Their professionalism, knowledge and management of legal issues and timely responses are some of the qualities of Uribe Henao Abogados that generate a high value to our relationship with this strategic ally. Their availability and the approach they apply to each client bring them closer to them, with comprehensive and highly reliable advice for our Company.

### Comfama:

### Among the professionals of Uribe Henao Abogados, we highlight an intellectually proactive team with the capacity to constantly search for practical solutions to each business, under legal and ethical standards, highlighting the level of customer service, accessibility and availability, as well as the closeness when working with them.

### Centro de Fe y Culturas:

### Among the professionals of Uribe Henao Abogados, we highlight an intellectually proactive team, accessible when working, with knowledge of business, regulations and a special ability to generate ideas and solutions that meet the particularities and needs of clients. The ability to offer simple and achievable solutions to complex legal matters, position UH Abogados as a benchmark of the legal profession in Colombia, with which, without a doubt, we wish to continue managing various matters.

### Mineros:

### At Uribe Henao Abogados we have found a strategic ally, capable of understanding business needs and guiding us from a practical and efficient point of view. We highlight the human quality of its staff and the trust they generate both personally and professionally. In short, it is our best option locally.