



## OUR SERVICES



### CORPORATE SERVICES

The Corporate Finance/Restructuring practice at ARC Consulting focuses on strategic, operational, financial and capital needs of businesses. We address the full spectrum of financial and transactional challenges faced by companies, boards, private equity sponsors, creditor constituencies and other stakeholders. Our success depends upon achieving optimal results for our clients.

ARC Consulting has a reputation for mobilizing the specialized resources required for each unique client situation — whenever and wherever they are needed. We have the capacity to assemble balanced teams of industry, financial and operational experts to develop and implement workable solutions in Europe, UAE and Pakistan.

#### Our Practice Area

- Formation
- Administration
- Shareholder and Partnership Agreements
- Corporate Governance
- Mergers and Acquisitions
- Asset Purchases
- Financings
- All Types of Contractual Matters

## OUR SERVICES



### CONSTRUCTION

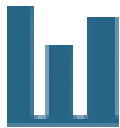
#### GENERAL CONSTRUCTION, AND OIL FIELDS CONSTRUCTION

The ARC is the only law firm in Pakistan, which deals with matters related to the construction industry and oil fields construction. The execution of contracts related to construction industries is non conventional documents like to award of projects, pre qualifications, hiring services of architects, consultants, contractors, subcontractors, third party consultants and banking matters. The ARC has vast and unparalleled experience for the handling of such matters and protects the rights of the client and the contractor.

#### Our Practice Area

- Commercial Property Acquisitions
- Financings
- Leasing
- Partition
- Development
- Title Clearance
- General Contractor and Architectural Agreements
- Residential Closings

## OUR SERVICES



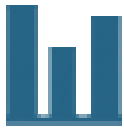
### IMMIGRATION

ARC has an unrivalled global reputation for its immigration work for the sector United kingdom, European union, Canada, UAE and USA. Our lawyers operating from 4 countries well understand that having irregular immigration status, or a family member with an immigration problem can be extremely traumatic. We aim to offer an efficient, sympathetic and cost-effective service to our clients. Our main volume of work is related to UK and European Union countries whereas handling matters related to other countries are very successfully.

ARC can help if you have a problem with entering, or settling in the UK, USA and Canada; if you want to enter the UK to work, or set up your own business, or to study - or you want to settle with a partner or bring a family member to the UK. We also offer advice to immigration detainees who have been unlawfully detained.

- IMMIGRATION
- ASYLUM AND HUMANRIGHTS
- EEA IMMIGRATION
- IMMIGRATION AND WORKING IN THE UK
- NATIONAL IMMIGRATION
- FUNDING YOUR CAS

## OUR SERVICES



### IMMIGRATION

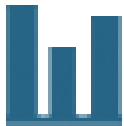
#### THE TEAM

Our immigration team have maintained their worldwide reputation due to quality service and high volume success rates. The team at ARC from different stations and countries, writes informative newsletters regularly on immigration and asylum issue for the Welfare of Immigrants. These updates are available on our webpage. ARC and his team specialize in acting for children in immigration matters - Matters which need careful and sensitive handling. We have close links with ARC Family and Employment law teams, and can call on the expertise of colleagues in other departments, when needed.

#### ETS TEST

ARC has well qualified English grooming staff at its authorized training centre in Pakistan, Muscat and UAE to meet the criteria of immigration ETS course for qualifying ETS test. Qualifying rate after training from our English language centre is a highly successful.

## OUR SERVICES



### IMMIGRATION

#### OUR WORK

Unlike many other immigration law firms which are more narrowly focused, our immigration lawyers handle all aspects of the work - everything from business immigration through to asylum. This means we have a huge breadth of knowledge and experience to draw on when coming up with the best solution to our clients' problems.

A detailed list of key areas of work handled by our immigration team appears below. The list is not exhaustive and if your particular problem does not appear to be listed, **please contact us at [isb@arclaw.co.uk](mailto:isb@arclaw.co.uk) or telephone [020 890 2076](tel:0208902076)**, as we may be able to help - or to refer you onto someone who can.

## OUR SERVICES



### IMMIGRATION



### ASYLUM AND HUMAN RIGHTS

A core part of the team's work involves advising vulnerable individuals on their right to seek international protection in the United Kingdom as a refugee or for Humanitarian Protection. A particular specialism is unaccompanied children's cases; the team receives regular instructions from Local Authorities and referrals from charitable organizations working with children

### EEA IMMIGRATION

The Immigration Team has in depth knowledge of European Law and the options available to European Nationals and their family members seeking to exercise their free movement rights in the United Kingdom.

We frequently advise clients on their right to reside in the UK both at the initial application stage and appeal. This includes advice on applying for residence cards, permanent residence, retained rights of residence, and Bulgarian and Romanian applications and applications under the Turkish Association Agreement.

In addition to advising clients on EEA applications, the team regularly deals with complex cases made in reliance on European case law

## OUR SERVICES



### IMMIGRATION



## IMMIGRATION AND WORKING IN THE UK

The Points Based System has been gradually introduced by UKBA since 2008, replacing previous immigration categories such as work permits and the Highly Skilled Migrant Program. In its current form, the PBS applies to a wide range of individuals, included highly skilled migrants, entrepreneurs, investors and those sponsored by their employer.

The Immigration Team offers specialist advice to both private individuals and businesses on all aspects of the PBS. This includes advising businesses applying for a Sponsor's license and ensuring they are fully aware of what is required of them to remain compliant with the rigorous of the Sponsor Management System. Obtaining a license gives businesses the ability to recruit internationality to secure the best candidate for their organization.

We regularly advise individuals on applications under Tier 1 of the PBS, including highly skilled individuals, investors, entrepreneurs and those who fit the 'exceptional talent' category. The team has particularized expertise in advising those individuals with more complex earning structures and ensuring they understand the additional requirements placed on them. Given the prescriptive nature of the immigration rules for the PBS, the Immigration Team is able to offer expertise to individuals throughout the application process

## OUR SERVICES



### IMMIGRATION



## NATIONALITY

Given the breadth of specialist knowledge in the team, we are able to offer our clients a continuous service, advising and guiding them from their first arrival in the UK through with a grant of British citizenship.

The team deals with all manner of nationality law queries from naturalization, including discretionary applications, discretionary registration applications to complex queries of entitlement to citizenship under the British Nationality Act.



## OUR SERVICES



### IMMIGRATION



### PERSONAL IMMIGRATION

We assist with all types of applications for entry clearance and leave to remain in the UK including from family members of all ages, spouses and civil partners, students, visitors and those wishing to work in the UK. The team also advises in adoption and surrogacy, frequently working with the family law team. We offer an integrated service, working with our Family Law department, to advise on a wide range of matters, including the clarification and/or regularization of a child's immigration status, the complex area of inter-country adoption and surrogacy matters. We are regularly referred cases by the Official Solicitor (who looks after the interests of young children), social services and other organizations representing children.

The team regularly makes applications outside the Immigration Rules, including for children and other vulnerable people. We act for those detained under the Immigration Act, including making claims for damages for unlawful detention.

We also act for those facing deportation from the UK following conviction in this country. The team has experience in the complexities of extradition and immigration, working with our criminal law team in these cases

## OUR SERVICES



### IMMIGRATION



## FUNDING YOUR CASE

We understand that affordability is a concern for anyone needing the services of a good lawyer. We pride ourselves on providing good value for money to all our clients - whether private individuals or large organizations - and are experienced at tailoring our services to suit clients' budgets.

Depending on the type of case, ARC can offer a range of funding options - from 'no win, no fee' to fixed fees,. We will discuss these options with you at the outset, and whatever funding method you choose, we will be fully transparent about costs and keep you informed all the way through. Some of our departments also offer a free initial consultation or assessment of your case.

Employment, labor and benefits issues are complex and challenging for every business — more so when operations cross borders and cultures as part of a multinational presence. Steering safely through complicated laws and regulations in home markets and abroad is critical to maintaining a competitive advantage.

We offer the following funding arrangements.

## OUR SERVICES



### IMMIGRATION



### PAYING FOR YOURSELF

A large and growing number of our clients pay us directly for the legal advice we provide them. In all cases we take great care in assessing client needs and we will advise you from the outset as to the likely cost. We will keep you informed of progress throughout your case and let you know immediately if we have to revise the estimate of costs that we have given you. We will bill you at regular intervals so that you can track the costs that are being incurred on your behalf and we have a number of options for making payment, including the use of credit cards. Legal advice can seem very expensive, but we are confident that our team of leading experts provides great value for the costs incurred.

### LEGAL AID

In some areas, we can act on legal aid, which means that the cost of your case is wholly or partly paid for from public funds. Legal aid is only available to those with limited means and with the approval of the Legal Aid Agency (the government body which runs the scheme). However, different rules apply to criminal cases, child abduction and care cases. Your solicitor will explain how the Legal Aid schemes work and whether you are eligible.

## OUR SERVICES



### IMMIGRATION



### FLEXIBLE FUNDING

For businesses and other organizations, we can offer a raft of flexible funding arrangements, tailored to your needs. These range from fixed fees, to menu pricing, to banded fee arrangements.

### NO WIN NO FEE

In some cases, we may be able to offer a 'no win, no fee' - or conditional fee - agreement. This is a way of funding a case without running the risk of facing big legal bills if you lose. With a conditional fee agreement, ARC would agree not to charge you if you lost your case. If you won, most of your costs would be paid by your opponent. In “publication” proceedings, if you won we would charge an additional amount which would be recoverable from your opponent.

Conditional fees are often used alongside a special insurance policy, called ‘after-the-event’ cover, which protects you from having to pay your opponent’s costs if you lose. ARC can advise on whether your case is suitable for a conditional fee and how to find the best insurance policy

## OUR SERVICES



### EMPLOYMENT



## EMPLOYMENT FOR WORKERS AND EMPLOYMENT FOR EMPLOYERS

AT ARC, the team of lawyers protect the rights of workers and also the rights of employers. The employment and unfair dismissal lawyers in Pakistan, UAE and UK are able to advise you on all aspects of employment and unfair dismissal law, including employment contracts, remuneration strategies, employment policies, human resources management and termination of employment. Effective management of these issues involves making the right decisions at every stage of the employment relationship from the initial interview to the termination of an employee. Our employment lawyers specialize in matters involving advice on employment contracts, unfair dismissal and unlawful dismissal cases (otherwise known as general protection). Our services and advice include the following:

- Representation in unfair dismissal and unlawful termination cases
- Negotiation of redundancy packages
- Employment contracts advice
- Confidentiality, non-compete and restraint of trade clauses
- Equal opportunity laws

## OUR SERVICES



### EMPLOYMENT

- Remuneration and employee benefits
- Execution of hiring and termination policies
- Orientation policy
- Retention policy
- CSR policies
- Domestic and international employment counselling

At ARC we also protect the rights of the employers and play a role like safeguard for the employers civil liberties. Our team provides the services to develop infrastructure related to the human resource system, hiring strategy of workers, orientation of workers, training of workers and to protect the rights of employers under the settled terms of employment contract

## OUR SERVICES



### EMPLOYMENT



## EMPLOYMENT WORLDWIDE

### **Worldwide coverage, Local compliance**

Our human resources solutions are effective worldwide.

### **Our attorneys work.**

Collaboratively across borders and practices to provide integrated solutions to a wide range of employment related legal concerns.

## YOUR CHALLENGE

### **In many locations, employer and employee expectations are shifting**

Corporate and personnel structures have dramatically changed in response to globalization, as well as to shifting economic conditions around the world. Maintaining a global workforce on a cost-effective basis and consistent with appropriate risk management guidelines requires sophisticated cross-border strategies and deep local knowledge. Managing disparate labour and employment laws, business practices and cultural expectations are critical.



## OUR SERVICES

### EMPLOYMENT WORLDWIDE

At ARC, we have the expansive reach and experience to help plan and implement worldwide effective, locally compliant labour strategies. Our Global Employment Practice consistently ranks among the world's best, with more leading lawyers in more countries than any other law firm. Drawing on extensive experience and effective delivery tools, our lawyers have helped some of the largest multinational companies achieve organizational efficiency over the past 18 years.

**As a firm operating in 4 countries, we have first hand insight into what it takes to successfully manage and nurture a diverse worldwide workforce.**

### OUR FLUENCY

With deep local roots in markets that account for 80 percent of the world's GDP, we help you navigate complex labour and employment laws and regulations to facilitate seamless compliance at home or abroad. We can draft codes of conduct and CSR policies compliant with international labour and human rights standards, and complementary to corporate business objectives. While our first objective is to help you anticipate — and prevent — legal risks, we can also mount exceptionally effective defences against damaging disputes whenever they arise. From individual or class actions, our lawyers bring to bear extensive labour and employment-related litigation experience, including successful defences against many of the most powerful unions around the world.





## OUR SERVICES

### EMPLOYMENT WORLDWIDE

We have helped clients respond to complaints alleging violations of ILO, UN, and/or OECD standards and can guide compliance with Labour Side Accords under bilateral Free Trade Agreements.

#### **YOUR CHALLENGE**

**We help you deploy talent where it is needed, using suitable procedures to facilitate single or high volume transfers.**

We develop proper and timely employee communication strategies and procedures so that reorganizations and restructuring are executed efficiently, but with great sensitivity **and care.**

#### **Here are ways we help**

Workplace counselling and policies. We provide both domestic and international employment counselling to clients — from hiring to termination — on offer letters and employment agreements, independent contractor/consulting agreements, personnel policies, work rules and handbooks, protection of confidential information and trade secrets, wage and hour issues, bonus, commission and other compensation plans, discrimination, harassment and retaliation matters, workplace safety, workplace privacy rights, reductions in force and other cost-cutting measures, and any other labor and employment issues faced by domestic and multinational employers. Further, we provide preventive workplace training to avert employment disputes and help management recognize and counsel through employment issues.



## OUR SERVICES

### **Employment-related litigation.**

We defend or prosecute national or multi jurisdictional, class or individual, labor, civil and criminal claims of wrongful discharge, discrimination, harassment, wage and hour, whistleblower, employee benefits and equity awards, health and safety, fraud and damage caused by employees, torts, and others before civil, criminal and labor courts in various jurisdictions. We also provide assistance and representation in administrative procedures before labor authorities and administrative law courts.

Labor relations. We advise and help with unionizing activities, dealings with works councils at all levels, collective bargaining, interpretation of work rules, industrial disputes, strike and lockouts. We also represent clients before labor authorities and other governmental bodies.

Global immigration and executive transfer. We facilitate global management of migration and mobility, compliance, including advising on expatriate assignments and third country national hires in each of our clients' global locations. Our services provide end-to-end advice, from obtaining work and residency permits to sorting out employment agreements, social security requirements, benefit packages, tax equalization, multi jurisdictional claims and other issues. We advise on negotiations for individual and group relocations and modification of working conditions.

## OUR SERVICES



Employee benefits and executive compensation. We design, implement, and administer all types of employee benefits and executive compensation programs, including deferred compensation and other incentive or variable remuneration plans and profit sharing plans.

Global equity services. We design, implement, and maintain equity-based compensation programs, including stock option plans, stock purchase plans, restricted stock/unit plans and stock appreciation rights plans for their employees, consultants, and directors. Our Firm is a recognized world leader in designing global equity programs and has helped numerous Fortune 250 companies plan and implement equity strategies across more than 130 countries.

**Pensions law** We provide practical counselling to employers, trustees and administrators of occupational pension plans for all aspects of legislative, regulatory and tax requirements.

Workforce restructuring. We advise clients on all stages of reductions in force and plant closings, starting with the initial planning phase, continuing with the consultation with works councils and unions and ending with the implementation through separation agreements and notices.



Transactions. We advise on all employment-related aspects of mergers and acquisitions, spin-offs and divestitures, post-acquisition integrations of newly acquired businesses, as well as outsourcing or other specific arrangements. We conduct due diligence for all types of corporate transactions; draft deal documents, such as asset and stock purchase agreements, joint venture agreements, merger agreements, transition services agreements, etc.; prepare employee transfer step lists and timelines; draft employee assignment, assumption, transfer and termination /rehire documents; advise on related reductions in force; and prepare compensation and change control plans. In so doing, we work closely with the entire deal team, such as our corporate and security professionals, international commercial colleagues, and tax advisers.

### **Did you know?**

We provide labor and employment advice to around 200 clients a year in 10 or more jurisdictions, including some that require assistance from each of our offices operating in 4 countries.



**ARC has been global since inception. Being global is part of our DNA.**

Our difference is the way we think, work and behave – we combine an instinctively global perspective with a genuinely multicultural approach, enabled by collaborative relationships and yielding practical, innovative advice. Serving our clients with more than 80 lawyers in over 04countries, we have a deep understanding of the culture of business the world over and are able to bring the talent and experience needed to navigate complexity across practices and borders with ease.

At ARC, we have the expansive reach and experience to help Employment, labor and benefits issues are complex and challenging for every business — more so when operations cross borders and cultures as part of a multinational presence. Steering safely through complicated laws and regulations in home markets and abroad is critical to maintaining a competitive advantage.

From recruitment to retirement, our lawyers provide seamless and integrated advice to help clients anticipate and avoid problems, as well as deal effectively and sensitively with collective bargaining and works council issues.

We are especially well-suited to facilitate the movement of people and work around the globe — from executive transfers to outsourcing as well as the implementation of global reorganizations. Our practice is also a world leader in the design and maintenance of global equity-based compensation plans.