

LOU LAW FIRM

AMERICAN DESK



Lou.
LOUADVOKATFIRMA

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... and internationally	
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I AMERICAN DESK

LOU Law Firm has established an American Desk. This greatly strengthens our efforts on behalf of both Danish companies operating in the US and American companies operating in Denmark. And it ensures that such work has the right focus, saving our clients time and money.

Several of our attorneys have worked or studied in the United States, giving them an in-depth knowledge of both the American legal system and American culture – as well as an excellent US network.

We are active in several networks that support business relationships between Denmark and the US, including the Danish-American Business Forum.

AMERICAN DESK

- We speak English at a professional level
- We know American culture and legal system
- Our attorneys have studied and worked in the US

I PROFESSIONALISM AND COMMITMENT

LOU Law Firm provides expert consultation and assistance to clients and business partners from both Denmark and abroad. The firm has 50 employees, including 20 attorneys with specific competences in corporate and commercial law, enabling us to offer highly professional services in these two core areas.

At LOU, we believe that one key to the success of our client relationships is mutual trust, and we familiarize ourselves with clients' business circumstances in order to provide them with the best possible legal advice. Their feedback helps us to continually improve customer satisfaction.

When we advise clients, we seek to provide real, directly measurable value grounded in their specific strategic needs. We have extensive expertise in all major areas of commercial activity, and our professional competencies and effectiveness have made LOU strongly competitive.

We work nationally ...

LOU provides legal advice and assistance throughout Denmark. With offices in Randers, Aarhus, and Copenhagen, we are glad to serve clients across the country. Our client roster also includes many foreign firms doing business in Denmark.

... and internationally

LOU Law Firm is an active member of the Geneva Group International, a professional network providing us with access to locally based legal and tax experts in most of the world. This enables us to provide highly knowledgeable international advising for all our clients, regardless of where they do business. In just the past two years, we have carried out assignments in Belgium, China, Cyprus, Germany, Ghana, India, Korea, Luxembourg, Spain, Sweden, Turkey, the United Arab Emirates, the UK, the US, and Uruguay.



The firm has 50 employees, including 20 attorneys with specific competences in corporate and commercial law ...

I AREAS OF EXPERTISE

LOU Law Firm provides advice and assistance in all major fields of law. We specialize in helping clients with contracts and other legal matters in Denmark.

But our expertise, experience, and network extend to the rest of the world. As a result, we frequently advise clients on investing and doing business abroad.

OUR BUSINESS

- Corporate & Commercial
- EU law
- Competition law
- Acquisitions and Sale of Business (M&A)
- Trademarks & Intellectual Property Rights
- Wind Energy

I CORPORATE AND COMMERCIAL

LOU advises Danish and foreign enterprises from a broad variety of business sectors, assisting them with overarching structural issues as well as day-to-day challenges. Our professionals draw on a broad knowledge on corporate matters from their board service and other professional activities, enabling them to offer insight into any commercial matter.

Corporations

A corporation's legal position is critical to the success of its business. Risks need to be identified and addressed, for which legal assistance may be invaluable. Many people assume that legal services are only necessary in crisis situations. Yet it often pays off to use an attorney to identify potential difficulties proactively – just as it makes sense to take out an insurance policy or have your car serviced regularly before problems arise.

Corporate law is one of our core competencies. We have extensive experience in the field, and many clients retain us on an ongoing basis to help them optimize their business development framework.

Commercial contracts

At LOU, we have expertise in all aspects of commercial contracts – and we stand ready to assist you in negotiating, preparing, and interpreting them.

I COMPANY LAW

At LOU Law Firm, we offer legal advice in all areas of company law to both Danish and foreign companies, funds and associations. Our legal advice may address:

- Company formation, including choice of corporate entity
- Company reorganization
- Board duties
- Management liability
- Preparation of and participation in annual general meetings
- Dissolution of companies
- Corporate governance and compliance
- Shareholder agreements
- Changes in capital structure
- Distribution of dividends and loans to shareholders and management
- Articles of association
- Mergers & acquisitions, divisions, and conversions

I CONTRACTS

Commercial contracts

LOU has extensive experience in advising clients on issues relating to national and international commercial contracts of every kind – including entering into, negotiating, and interpreting such contracts. We can provide you with specific advice in the following areas:

Purchase

- Standard terms and conditions
- Supplier agreements
- Terms of purchase relating to production, service, and trade
- Purchase agreements for movable property and services
- Sub-supplier agreements (back-to-back)

Contract law and law pertaining to the sale of goods & services

- Sale and purchase of movable property and services
- International trade law
- Contract negotiation, drafting and interpretation
- Nondisclosure agreements
- Letters of intent
- Settlement agreements
- Powers of attorney

In addition, LOU provides advice on establishing joint ventures, consortia, turnkey projects, and other cooperative activities, both national and international.

I EMPLOYMENT LAW AND LABOR LAW

LOU also advises and assists enterprises regarding all aspects of employment law and labor law.

Employment law

We offer advice on employment and executive agreements, terminations, severance agreements, restrictive covenants, vacation, and the remuneration of management and employees.

LOU also assists clients with international projects, international outsourcing, facility management, employee secondment, and work and residence permits.

Labor law

We advise clients on trade union issues, including collective bargaining agreements as well as the negotiation and conclusion of such agreements.

Remuneration schemes

LOU helps prepare incentive plans, management investment plans, and stock option and bonus plans.

Arbitration and court proceedings

At LOU, we also have substantial experience in dispute resolution. This includes conducting arbitration proceedings and proceedings before Danish courts.



LOU also advises and assists enterprises regarding all aspects of employment law and labor law.

I THE TEAM



PER HANSEN
Attorney-at-law, partner
Admitted to the Danish Supreme Court

Per Hansen is born in 1953 and qualified as an attorney-at-law in 1981. A partner at LOU, Per is admitted to appear before the Danish Supreme Court. He works primarily with real estate, alternative energy, and commercial law, in which he has considerable experience in both Danish and international matters.

Per trained at prominent law offices in Copenhagen and Viborg before moving to Randers in 1982, where he has been a partner in different law firms since 1987.

LOU's extensive global network is due in large extent to Per's many years of activity in the international market. He has a superb oral and written understanding of all the Scandinavian languages, as well as German and English.

Per serves on the board of directors of several Danish companies, all highly benefitting from Per's strong experience in commercial matters of all kind as well as Per's superb linguistic expertise.



CARSTEN PALSGAARD
Attorney-at-law, partner
Admitted to the Danish High Court

Carsten Palsgaard has earned Master of Laws (LLM) degrees in both Denmark and the US. In 2003 and 2004, he studied American law and international contracts at the master's level at the University of California, Davis.

Upon receiving his degree there, Carsten worked as an attorney in Sacramento before returning to Denmark in 2008 to practice law at LOU. He made partner in 2010 and now works out of the Randers office.

Carsten specializes in Danish and international commercial law, particularly contracts and mergers & acquisitions. He is also well versed in Danish and international tax law.

As a member of the firm's American and German desks, Carsten works with Danish clients doing business abroad as well as foreign clients wishing to establish themselves in Denmark.

In 2003, Carsten was admitted to the Danish High Court, where he has argued a number of cases, primarily dealing with contracts and tax law.

Carsten is a member of the Danish bar association and serves on the board of directors for several Danish companies. In addition to the Scandinavian languages, Carsten also speaks and writes English and German.



NIKOLAJ NIKOLAJSEN
Attorney-at-law
Admitted to the Danish Supreme Court

Nikolaj Nikolajsen earned his Master of Laws (LLM) degree from Aarhus University in 2000 and was licensed to practice as an attorney in 2006. His areas of practice include all aspects of EU law and labor and employment law.

Nikolaj is particularly knowledgeable about EU labor law, thanks to a part-time lectureship at Aarhus University, where he teaches Danish labor law in an international perspective. He is also familiar with Greenlandic labor law from a previous position as chief legal advisor for Krifa, a Danish labor union.

Nikolaj is admitted to appear before the Danish Supreme Court. He is a member of the Danish bar association and is on the board of directors for several Danish companies.



NIELS FUGLSANG HANSEN
Attorney-at-law

Niels Fuglsang Hansen joined LOU's Copenhagen office in August 2012 as an assistant attorney and received a license to practice law in 2013.

He earned his law degree from Aarhus University in 2010. Since then, he has worked with M&A transactions and corporate and commercial law.

Niels assists the Danish Foreign Ministry (Invest in Denmark) and counsels international clients on relevant structures for doing business in Denmark.

To supplement his Danish law degree, Niels studied at the South Texas College of Law in Houston, Fordham Law School, George Washington University Law School, and the University of Deusto in Bilbao.

Niels continues to cultivate his international network, in part through active participation in Geneva Group International conferences.



GENEVA GROUP INTERNATIONAL

LOU Law Firm is an active member of Geneva Group International (GGI), which is represented in 118 countries. LOU's involvement in GGI gives us – and our clients – access to highly qualified local expertise on legal and fiscal issues almost everywhere in the world.

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The LOU logo, featuring the word 'Lou.' in a red, cursive script font.

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