



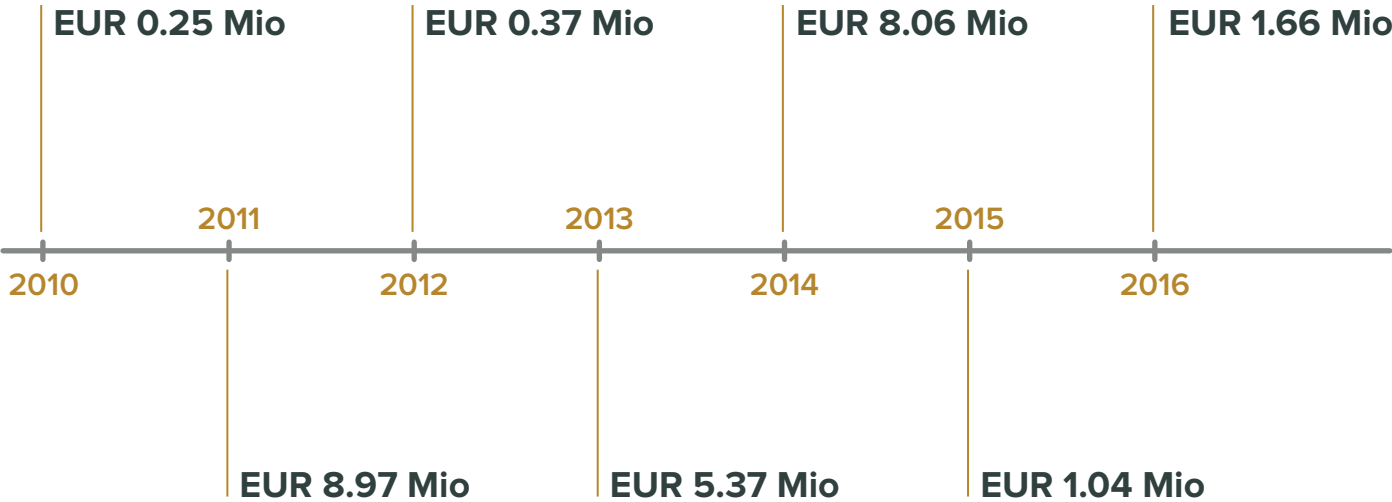
COMPETITION COMPLIANCE

2017



LATVIA

The Competition Council has imposed over EUR 25 Mio in total amount of fines upon more than 170 companies since 2010.

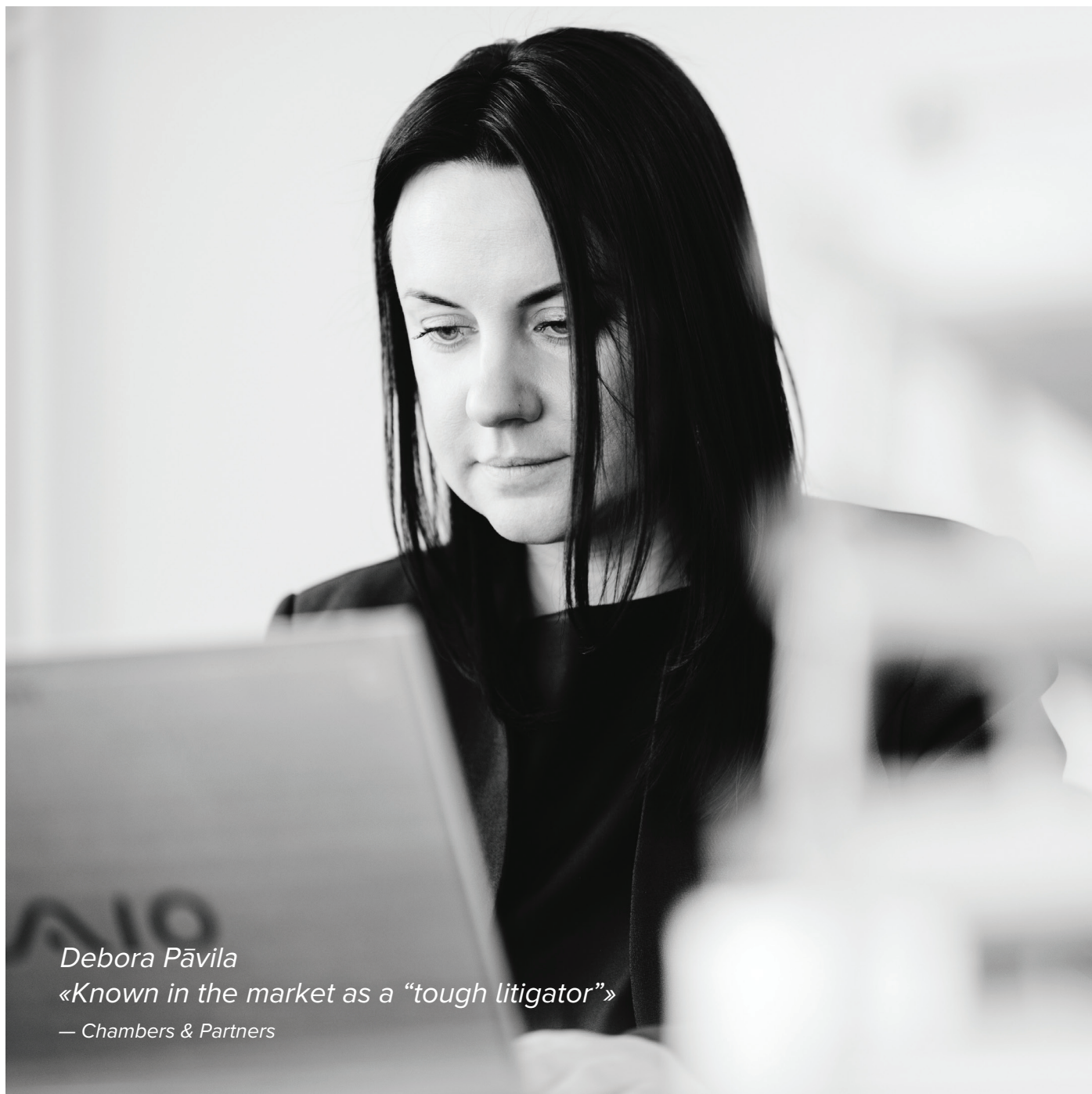


Implementation of a compliance program is cheaper than paying a fine of up to 10 %* of the annual turnover of the company.

*LITHUANIA up to 10%, BELARUS up to 10% and criminal liability, ESTONIA up to EUR 16 Mio and criminal liability.

RISKS OF NON-COMPLIANCE WITH COMPETITION RULES





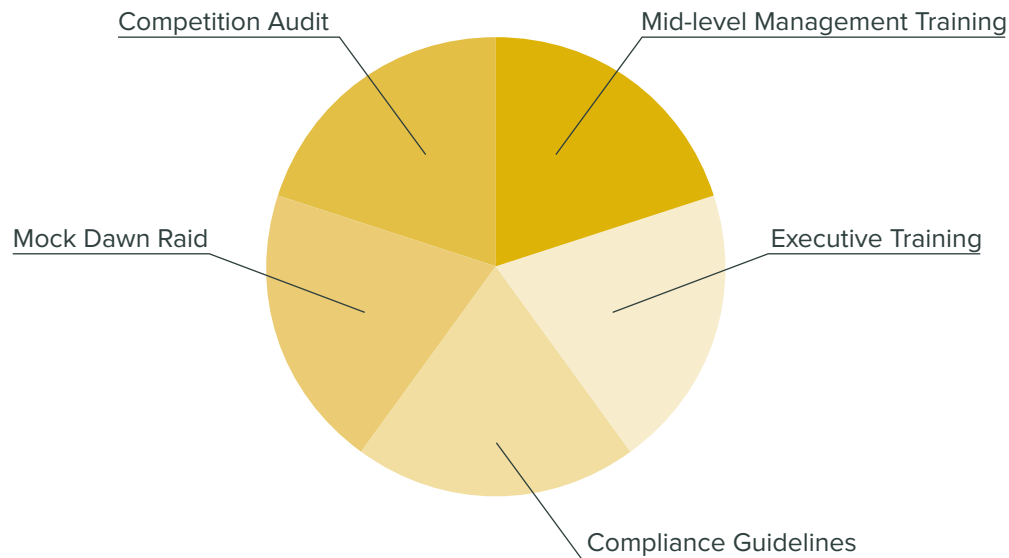
Debora Pāvila

«Known in the market as a “tough litigator”»

— Chambers & Partners

CUSTOM APPROACH

**Choose from five main modules.
Adjust them based on your business needs.**





«The team has a great understanding of our business and what we are trying to achieve. The advice was very practical and usable, and the lawyers offered great solutions, making things understandable and simple»

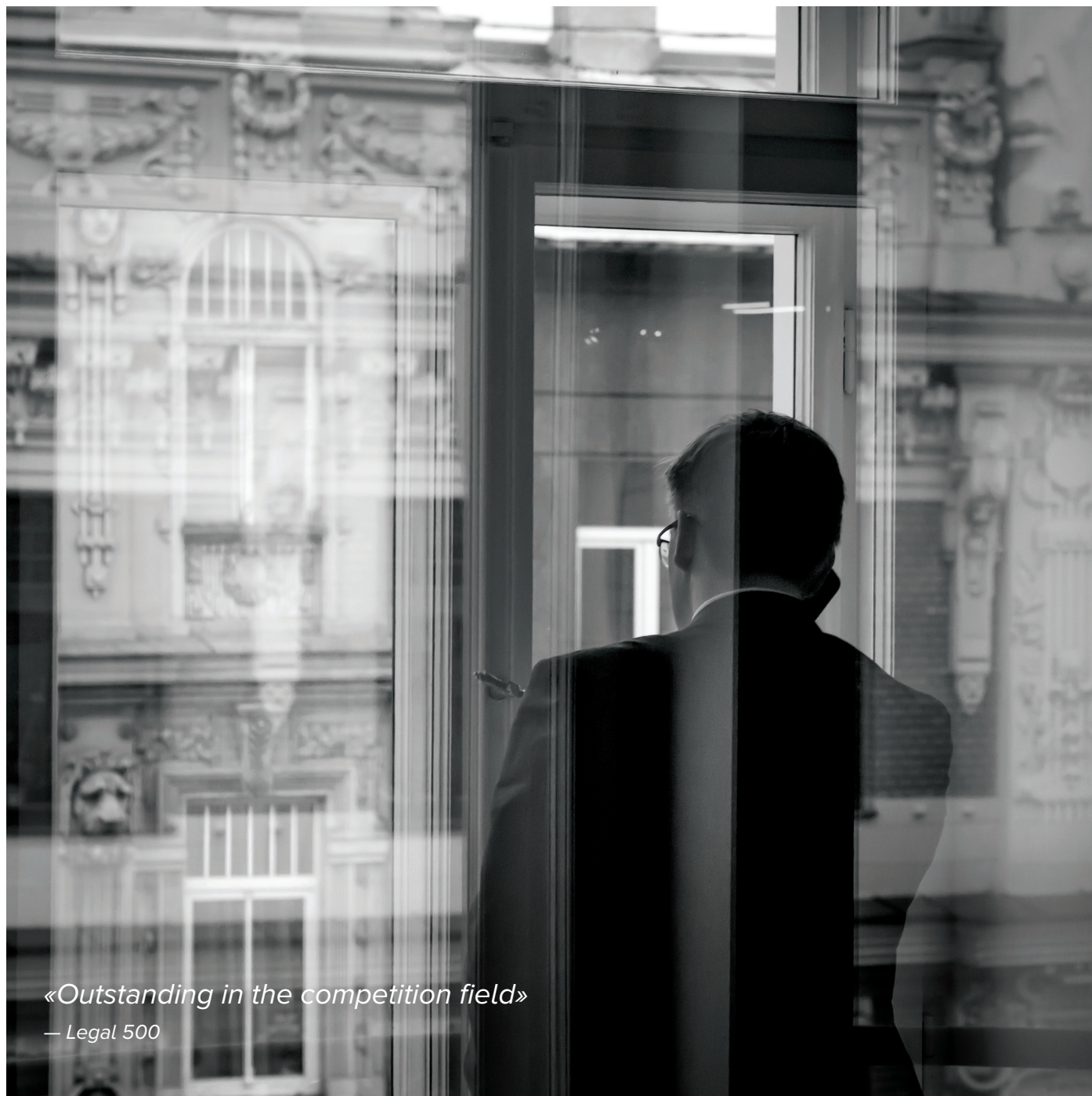
— Chambers & Partners

TRAINING

Training module includes executive training as well as mid-level management training, which is based on real life experience and case-studies, which we will individually select to match your company's business environment and potential competition risks.

We will make sure that the training is:

- **Industry specific**
- **Market specific**
- **Related to the market share**



«Outstanding in the competition field»

— Legal 500

MOCK DAWN RAID

Mock Dawn Raid is a simulation, in which the scenario of an unannounced search of premises by the competition authority (also known as «*dawn raid*») is played out.

As it is impossible to predict a dawn raid, it is essential for the company to be well prepared and instructed.

Competition authority may:

- gather documents from all kind of premises and property, including personal cars, apartments and storages;
- question employees and management;
- seize computers and data storage devices; copy electronic data;
- retrieve deleted documents from computers; and even
- seal up the premises for up to 72 hours.



VILGERTS

«Brilliant lawyers with strategic skills»

— Legal 500

COMPETITION AUDIT

A competition audit diagnoses the weakest spots in your company and helps us to design further training and recommend solutions, where most needed.

- Does your company employ sales personnel?
- Do you have a good understanding of your competitors' pricing policy?
- Do you or your company's employees receive e-mails from competitors?
- Do you have a strong position in any segment of the market with limited competition?
- Can you easily predict the behaviour of your competitors?
- Does your company bid in tenders?

Yes? Then your company is exposed to the risk of non-compliance with competition rules.

A black and white portrait of a woman, Jūlija Jerņeva, looking directly at the camera. She has dark hair pulled back and is wearing a sleeveless top with a black and white geometric pattern. The background is a blurred city street scene with buildings and a street lamp.

Jūlija Jerņeva
*«Hands-on, experienced
and active»*

— Chambers & Partners

COMPETITION COMPLIANCE GUIDELINES

Competition compliance guidelines are industry and sector specific.

- Sales people training guidelines on competition rules;
- General guidelines on dawn raids;
- Do's and Don'ts in communication with competitors;
- Do's and Don'ts in Trade Associations' meetings;
- Do's and Don'ts if dominant;
- Competition compliance in public procurement;
- Do's and Don'ts in government investigations and sector inquiries.

REPRESENTATIVE CLIENTS

ABLV Bank	Datakom	LTAB	Prike
ALD Automotive Russia	ENC Latvia	Latvijas Mobilais Telefons	QIWI
Agicoa	ERGO	Latvijas Pasts	RIMI
AirBaltic	East Capital	Latvijas autoceļu uzturētājs	Red Bull
AirDog	Eesti Post	Link Mobility	SCA Hygiene Products
Allianz	Eko osta	Lloyd's Register	SDI Media
Altum	Fashion Imeon Logistics	MG Valda	SEB
Antalis	FlyCap	Maersk	Saliena
Aurena Laboratories	Hewlett-Packard	Merks	Sertex Software
Avtokraz	Iepirkumu grupa	Michelin Polska	Shimano Polska
BAO	If P&C Insurance	Microsoft	Swedbank
BTA	Imperial Tobacco	Microsoft Mobile	Syngenta
Baltcom	Invalda	Ministry of Economics	TKD Nordeurope
Baltcom Fiber	Investment Group	Ministry of Environment	Tieto
Bergvik Skog	Iveco	Moller Auto	Triangel
British American Tobacco	JIC Biznesa inkubators	Monilaite-Thomeko	Valmiera Glass
CNH International	Japan Tobacco	NPD Logistics	Verifone
Capital Handling	KPMG	Narvesen	WaterSer
Converse	LAALRUTA	Nike	Woodison Terminal
Cream Finance	LASUA	Nokia	Wrangler
DEAC	LPTA	Premia	Zaļā josta



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Debora advises clients on a wide range of national and EU law matters, specialising primarily in competition, public procurement and dispute resolution. Debora has been involved in drafting all the major amendments to the Latvian Competition Law since 2009. She frequently lectures and publishes on competition law and public procurement law issues.



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Julija's competition practice focuses on mergers and acquisitions, which require prior review and approval by the Latvian Competition Council. Since 2003 she has regularly advised multinational companies involved in cartel and abuse of dominance investigations. Julija has been involved in drafting of all the major amendments to the Latvian Competition Law since 2009. She frequently lectures on competition law.



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Raimundas advises and represents Lithuanian and international clients in local and international competition law issues such as merger control, dominance, vertical restraints and cartels. He practices law from 2003. Raimundas is also Professor at Mykolas Romeris University, Lithuania, where he reads courses on competition law for more than 10 years. Raimundas has successfully represented the clients in a number of key competition law cases.



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Kaido has extensive experience in real estate and construction work, advising major institutional and private investors on all types of commercial real estate sales and acquisitions. Before focusing on real estate and tax, Kaido advised clients in financing, insurance, trade and distribution, information technology, maritime and transport law.



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Roman focuses his practice on M&A, securities, corporate disputes and international taxation. He is an expert on joint ventures and pre-trial negotiations, as well as on tax planning/ asset protection schemes. Roman is a member of the International Fiscal Association (IFA) and regularly contributes to the leading Belarus business magazines.



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