

bnt legal & tax Ltd., Revolutsionnaya Str. 9A, unit 4 office 36, BY-220030 Minsk, Republik Belarus

To whom it may concern

Referenz No. 4

31.01.2024

Reference letter

Alexander Liessem
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alexander.liessem@bnt.eu

Dear Sirs/Madams,

I am pleased to recommend Ms. Darya Martsinowskaya. She has been employed by our Law firm "bnt legal & tax Ltd." from 17 September 2018 and until 31 January 2024 as a Lawyer (Associate) on full-time basis (40 hours per week).

Darya's main responsibilities as a Lawyer (Associate):

- Advising clients on legal matters in corporate, civil, labor, migration, international, intellectual property, commercial, antimonopoly, contract, tax law, currency legislation.
- Preparing statements of legal opinions (memorandums).
- Legal support of IT companies, including registration as the High Tech Park residents (special tax regime) and further business setting up.
- M&A deals, legal due diligence, merger clearance, drafting corporate documents and bylaws.
- Drafting legal documents such as contracts, employment agreements, NDAs, other HR documents, pre-court claims, claims for fast-track (writ) proceedings, applications for enforcement, etc.
- Representing clients before state authorities and companies.
- Written and oral communication with clients in English, German and Russian.

bnt legal & tax Ltd.
Revolutsionnaya Str. 9A,
unit 4 office 36, BY-220030 Minsk
Republik Belarus
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Komsomolskaya Str, 13
Minsk, Code PJCB8Y2X

Partner

Alexander Liessem,
Rechtsanwalt



- Performing administrative and management functions related to the practice of law, project management.

Darya's job performance is exceptional. She is a pleasure to work with, bringing her attention to details to every request. Daria has good logical skills and is able to shift between in-depth legal analysis and entrepreneurial approach to challenges. She is self-starter and looking for continuous self improvement. Her communication and people skills as well as work ethics are excellent. Darya is highly regarded to her co-workers for her strong teamwork skills.

If you require further information regarding Darya's employment with bnt legal & tax Ltd., please, do not hesitate to contact us at +375 17 357 95 55 or alexander.liessem@bnt.eu, info.by@bnt.eu.

Yours Sincerely,

Alexander Liessem

Director, Partner



... Darya Martynukova. She was employed by our law firm "bnt legal & tax Ltd." from January 2014 until January 2015 as a Lawyer (salary was 1000 Belarusian rubles per month).

Darya's main responsibilities as a Lawyer (Associate):

... on legal matters in corporate, civil, labor, tax, and commercial, intellectual property, commercial, and company matters for law company registration.

... of legal opinions (recommendations).

... of IT companies, including registration as the High Tech Park residents (against the regime) and further business setting up.

... legal due diligence, merger documents, drafting corporate documents and bylaws.

... legal documents with an emphasis on corporate agreements, NDAs, other legal documents, providing of an advice for fast-track legal proceedings, applications for bankruptcy, etc.

... representing clients before state bodies and departments.

... and oral communication with clients in English, Russian and Belarusian.

... of the law firm "bnt legal & tax Ltd." from January 2014 until January 2015 as a Lawyer (salary was 1000 Belarusian rubles per month).

... of the law firm "bnt legal & tax Ltd." from January 2014 until January 2015 as a Lawyer (salary was 1000 Belarusian rubles per month).

Partner
Alexander Liessem
Washington