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40 UNDER FORTY AWARDS 2013



The Winners

40 under Forty Awards

Outstanding Achievement Awards

1. **Alejandro Osma**, Pérez-Llorca
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Fundación Lex Nova: Award for Outstanding Social Contribution

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Awards

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29. **Mar de Pedraza**, De Pedraza Abogados
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36. **Paulo Bandeira**, SRS Advogados
37. **Rafael Baena**, Ashurst
38. **Rafael Lucas Pires**, Serra Lopes, Cortes Martins & Associados
39. **Santi Pagès Carballeda**, Roca Junyent
40. **Sofia Martins**, Uría Menéndez

Outstanding Achievement Awards

The Awards Jury can decide to present an Outstanding Achievement Award in circumstances where they feel that one or more candidates are truly exceptional. In this case, they would like to recognise the following two winners:



Alejandro Osma Pérez-Llorca

A mentor to younger lawyers, Osma is a Partner at Pérez-Llorca. He has an active involvement in the Firm's *Pro Bono* Committee, Osma's volunteer work has culminated in co-founding Camina Perú, a non-profit organisation aimed at improving the living conditions of the poorest children in Peru. "I'm someone who thrives on permanently challenging myself," he says, "and I'm

always open to possibilities". With over 10 years of experience in real estate, energy and infrastructure projects and M&A, he provides an advisory role to national and international clients on all types of transactions, including JPMorgan Chase & Co, E.ON Climate & Renewables, Marguerite Fund, Sacyr, and recently advising US company SDI Media, the largest worldwide provider of language dubbing and subtitling services, on its first investment in Spain.

Graduating in 2002 from Carlos III University, it was a summer internship within the Real Estate Department at Pérez-Llorca that led to a job offer that autumn. For Osma, it was a life changing opportunity. "This enabled me to be part of the whole growth process of the Firm and a part of their story," he explains.

In 2006, a three-month secondment to Dewey Ballantine in New York inspired Osma to use his specialism in real estate to diversify into doing energy projects. "Then came a transition period," he says of his subsequent decision to take an LLM at New York University in 2009. "I wanted to strengthen my international legal knowledge, particularly in corporate law."

In 2010, he then worked as an International Associate in the New York office of Simpson Thacher & Bartlett, collaborating with the capital markets team to advise companies listed in Latin America on various corporate transactions.

Since being made Partner at Pérez-Llorca in 2013, Osma's role co-leading 20 junior and senior lawyers specialising in corporate law has been a natural fit with co-heading the Knowledge Management Committee. "We see knowledge management as an essential tool to be more efficient and provide better legal advice to our clients," he says.

A regular lecturer and speaker, Osma thrives on giving back to the academic community. "I find the university way of life very motivating," he explains. "I like being in touch with people that like law."



Tiago Ferreira de Matos Odebrecht

Ferreira de Matos began his career in 2001 at Vasconcelos, F. Sá Carneiro, Fontes & Associados, which later became Uría Menéndez in 2004.

He focused on energy, construction and infrastructures and public procurement, before moving further into project finance and the banking side of transactions. But in 2004, he began working with a client that presented a different

opportunity – engineering firm Odebrecht. He initially worked on matters related to Algeria before being seconded there in 2007, which ultimately led to a full-time position in early 2008.

"I moved in-house to get much more involved in business dealings," Ferreira de Matos says. "I find it rewarding to see a project develop from start to finish, which is not always something that would happen when working as an external adviser."

While seconded, he acted on two major Libyan projects (Tripoli airport and the third ring road) before becoming General Counsel for Portugal. "At Odebrecht I have learned how to supersede myself, and to accept new challenges, to escape from our comfort zone."

He has grown in the role, both in terms of professional experience and remit, and has overseen the markets of Southeast Africa, West Africa and, currently, MENA, (Libya and UAE).

"The role has changed a great deal and so has my focus," he explains. "In Africa, I was involved in project development, tendering and contracts. But as the remit has expanded, I am now doing different things. For example, the past two years have seen a number of contractual disputes arise so I have become much more experienced in dispute resolution."

This past year has seen further adoptions. In terms of the markets under his direct supervision, Ferreira de Matos has been further diversifying his support, and been involved in some of the Portuguese privatisations (Odebrecht was part of the consortium that bid for the airport operator – ANA) and the negotiations for resumption of activities in the post-Gaddafi Libya.

He now heads-up a diverse legal team – with lawyers from Brazil, Portugal, Lebanon and Libya. "Dealing with this diversity of backgrounds and cultures requires a greater amount of discipline, which is the source of mutual respect and trust."

He assumes that his experience since joining Odebrecht is all about 'education through work'. "All of the different challenges I face in Odebrecht help me expand my knowledge base, and my job has allowed me to experiment, learn and improve."

Award for Outstanding Social Contribution

Aside from the Awards, *Fundación Lex Nova* would like to highlight the social contribution of lawyers. They have selected the following 40 under Forty winners to receive a special mention and will be making a financial contribution to their chosen charities:



Ignasi Costas Rousaud Costas Duran

In 2003, Costas, alongside Adolf Rousaud and José Maria Duran, founded Rousaud Costas Duran (RCD), with the intention of breaking new ground in a traditionally conservative market. He is Deputy Managing Partner, responsible for HR, marketing and international relations, and a Member of the Firm's Board of Directors.

Costas leads RCD's *pro bono* activities, as well as being Chair of the Ethical

Commission, and has volunteered extensively, while also supporting two professional non-profit organisations. In addition, he lectures at various universities and business schools, and last year was appointed visiting Scholar at Columbia University Law School.

2013 sees RCD celebrate its 10th anniversary and it has gone from a standing-start to becoming a top-25 Spanish full-service law firm, based on revenue, with offices in Madrid and Barcelona. The firm has achieved sustainable double-digit annual growth, and last year the firm's income jumped by more than 40 percent to hit €16.5m, making it the 23rd largest Spanish firm, says Costas. "When we launched the firm, we were ambitious about growing. With a lot of energy and hard work, and thanks to clients who placed their trust in us, we are extremely proud to say that we have grown from an initial team of just a few members to nearly 200 professionals."

Costas has a varied client portfolio, including venture capitalists, high technology, internet, software, nanotechnology and biotechnology companies, with one thing in common – assets based on innovation, science and/or technology.

His studies combine legal and managerial education both in Spain (including accreditation as a Certified Financial Analyst – CEFA) and the US (UCLA, UC Davis and Harvard).

Costas's professional background is a mixture of the traditional and the new. Having worked in Spanish firms, including Cuatrecasas Gonçalves Pereira, he worked in the US before moving to Silicon Valley to continue his studies. It was there he further developed an interest in high-tech matters that led him to create the first innovation and entrepreneurship department in a Spanish law firm, he says.

"From the start, RCD decided to stick to its strengths and for me that was knowledge economy related sectors," explains Costas. But his expertise keeps him at the cutting edge of technology, and he has frequently been involved in advising different legal and regulatory proposals including the new Spanish Law on Science and Technology.



Nuno Castelão Vieira de Almeida

As Head of International Relations at Vieira de Almeida & Associados (VdA), Castelão oversees the Firm's international platform VdAtlas, summarising his role as making the most of opportunities found in new markets.

At VdA, Castelão works as part of the Firm's *pro bono* team on projects such the Aga Kahn Development Network in Mozambique, and local social activities in Portugal.

He has also been involved in the international expansion into Africa of VdAcademia – the first training association created by a Portuguese law firm and officially certified by DGERT in legal studies.

It is this kind of involvement that complements the global nature of his work, he says. "And now that I'm focusing so much on Africa professionally, this is just another way of being involved."

Having started his career in-house at ABN AMRO Bank, Portugal, Castelão moved to Brazil to work for Noronha Advogados, where he qualified as a Brazilian lawyer. He returned to VdA in 2000, before becoming the only Portuguese capital markets lawyer to be hired directly by Magic Circle firm Allen & Overy (A&O), London, in 2006.

For Castelão, this has been one of the highlights in his career. "I work in an industry where it's not easy to be international unless you come from a UK or US law firm." While at A&O, he was involved in some ground-breaking transactions involving both international and Portuguese companies and banks, including the restructuring of BRISA, the medium-term note programmes of BES, BCP, EDP and Portugal Telecom, and several liability management transactions and hybrid capital deals – including the first transactions with Contingent Convertible (Coco) bonds.

Castelão rejoined VdA in 2011 to lead the firm's international expansion and oversee the global project teams in strategy and managing institutional relations. And he has supported the local and international community throughout his career, ever since founding the Amnesty International section of the University of Lisbon – Faculty of Law. However, it was his involvement in A&O's global charity at the time (Red Cross UK) that gave him the opportunity to do this kind of work on a regular basis. "As an A&O alumnus, I am planning to go to Africa next year in my free time to volunteer in the local community with A&O's global charity Afrikids."

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Alejandro Touriño Peña, Ecija

Head of Information Technology (IT) at Ecija's Madrid office, Touriño advises Spanish and international companies on IT, intellectual property (IP), information security, entertainment law and e-business issues, such as software licences, e-commerce,

social networks, privacy and domain names.

At the start of his career, Touriño had a clear plan. "It was important for me to find another way to think – to have an international lawyer's perspective. So I took a law degree, spent a year in the UK improving my languages, before finishing my Masters in International Law."

Touriño's first job was at Manilow, Jimenez & De Mulder, where his work with the EuroITCounsel introduced him to IT and IP issues – and to the best lawyers in the field. Since joining Ecija in 2008, he has significantly contributed to the development, growth and subsequent market recognition of the firm in this area – an achievement he puts down to being in a place where his talent and work is appreciated by partners who trust in the younger members of the firm.

A visible market player in Spain, Touriño speaks at key industry events, and teaches at universities and business schools around the country, one of which – the IE Law School – awarded him 'Best Lecturer 2013'. "I like teaching young people about how interesting this field of law is, and that you can work with international clients doing so many relevant things."

Having written numerous topical IT & IP articles, Touriño has been commissioned to write a book, specifically focusing on the 'right to be forgotten'. By way of reinforcing his international commitment in his career, he has been appointed the EMEA representative of the Leadership Institute Programme by Meritas, the largest global alliance of leading independent business law firms, and as arbiter for the World Intellectual Property Organization for conflicts between domain names and trademarks.

Touriño's determination to be the best lawyer he can be is not only demonstrated by participating in cooperative groups, conference programmes and educational *pro bono* projects, but in his unwavering belief in the capability of the 30 lawyers he manages. "I try to involve all my team as they are young, skilled and motivated and therefore these awards belong to these people too."



Álvaro Valle de Alvear, Garrigues

One of Garrigues' youngest ever Partners, Valle works in the Corporate and Commercial Department. Managing large multidisciplinary teams, he has advised leading companies around the world on challenging and complex legal transactions. A specialist in the energy sector, through his increasing involvement in emerging markets such as Latin America, Valle has taken a leading role in the international strategy of Garrigues, establishing and managing the new Peruvian office – scheduled to open later this year. Graduating from CEU San Pablo University and Complutense University, Valle has worked for Garrigues since 2000, including a year in Miami working for Hunton & Williams as an International Associate in the Latin American Practice. Co-author of various publications relating to the energy industry, Valle is an active participant in the Summit of the Americas workshops. He also provides assistance to university students and young lawyers at CEU San Pablo University.

Álvaro de la Haza de Lara, Cosentino Group

As the General Secretary at the Cosentino Group, de la Haza manages a team of 20 working on the different functions of the Secretariat, including legal, labour relations, health and safety and institutional relations. In addition to overseeing Cosentino's industrial development, since 2006 de la Haza de Lara has set up and developed more than 25 subsidiary companies of the Group around the world – a highlight was leading the due diligence and contract negotiation process in the acquisition of Cosentino US. A graduate of ICADE and Instituto de Empresa, de la Haza de Lara worked at Garrigues in the Public, Administrative and Urban Law Department before joining Cosentino in 2004. With an active interest in local business and social initiatives, de la Haza de Lara is a member of the Expert Group on the Future of Andalucía under RIS-3, a programme promoted by the EU Commission, and Secretary of the Eduarda Justo Foundation, among others.

Beatriz Delgado, Cisco Systems

Delgado is a Senior Sales Corporate Attorney at Cisco Systems supporting the Mediterranean region, managing large multicultural and multifunctional teams of up to 30. Delgado is a top negotiator, assisting sales in selling solutions, and finance in structuring sales opportunities, drafting contracts and face-to-face client negotiations. Educated in Spain, Ireland, Belgium and the US, Delgado started her career as an Antitrust Junior Associate at Cleary, Gottlieb, Steen & Hamilton in Brussels. She then took a Masters in Corporate Law at Harvard, US before returning to Spain in the Corporate Department at Clifford Chance. She is also the winner of the 2012 'Barbarian Award' for closing one of Cisco's most complex deals of the year. As well as providing an advisory role for Cisco's Management Team, Delgado takes responsibility for training and non-legal functions. She is a member of the Cisco Women Professional Network, and actively participates in *pro bono* activities with NGOs such as Aspuria.

ECIJA

www.ecija.com

Winners



Carmen Reyna, Pérez-Llorca

Joining Pérez-Llorca in 2005 and making Partner in 2013, Reyna co-leads a team of 20 junior and senior Corporate lawyers. She specialises in cross-border M&A, takeovers, private equity and project finance, among others, in particular putting together structures to maximise benefits both the seller and buyer or investor and target. Reyna advised on many high-profile transactions for both national and international clients, and has been involved in most of the Firm's major deals over the past eight years. A graduate of Carlos III University and with an LLM in International Legal Studies from Georgetown University Law Centre, Washington DC, Reyna has been admitted to the New York and Madrid Bar Associations – the latter, where she remains an active member. She also leads by example through her *pro bono* work mentoring disadvantaged school students and helping young entrepreneurs launch their own start-ups, in collaboration with the Entrepreneur's Organisation (EO).

César Rivera, Cuatrecasas, Gonçalves Pereira

Educated at Navarra University and University of London, Rivera joined Cuatrecasas, Gonçalves Pereira in 1999, specialising in arbitration and litigation on M&A, company law, unfair competition and commercial agreements. In 2008, he was made Partner at 34, and is now Co-Head of the firm's Barcelona litigation team, specialising in arbitration and M&A disputes, shareholders disputes and directors' liability. Rivera is active in the Barcelona Bar Association (ICAB), International Association of Young Lawyers (AIJA), Club Español del Arbitraje (CEA), and Asociación para el Fomento del Arbitraje (AFA) and a regular speaker at organisation events. He leads a project at the Firm called 'E2: Efficiency and efficacy', which analyses how support staff, paralegals, associates and partners interact and how cases are handled, in order to identify best practices. Rivera also advised on the only international arbitration of the Firm's *pro bono* programme to-date and is co-author of two books on arbitration.

Daniel Marín Moreno, Gómez-Acebo & Pombo

As the youngest Managing Partner of Gómez-Acebo & Pombo's Barcelona office, Marín was responsible for the largest value transactions undertaken by the firm in 2012. He specialises in corporate, M&A and foreign investment within the private equity, aviation and food and beverages sectors, with some of the largest worldwide operators as his clients. Joining Gómez-Acebo & Pombo after graduating from ESADE, Marín then qualified as an English solicitor before gaining an LLM in Corporate Law at Columbia University, US – the latter awarding him a prize for superior academic achievement and leading him to pass the New York Bar Exam. Marín also has a key role in the international strategy of the firm, Co-Heading its Brazilian Desk. In addition to being a member of many worldwide law associations, Marín has held several leadership positions at the ABA, including ABA Ambassador for Spain. He is also active in Fundación Fernando Pombo, a regular lecturer, author and contributing editor on his chosen subject.

Eduardo Pérez Fernández, Media Markt Saturn

An expert in corporate and commercial matters, Pérez Fernández is Head of Legal and Compliance Officer at Media Markt Saturn in Spain and Portugal. Contracted in 2002 to create a legal department in Spain, he has since been part of its expansion to more than 70 hypermarkets with over 6,000 employees. Educated at Complutense University and Pompeu Fabra University, Pérez Fernández began his career at Flextronics International Ltd in Ireland. As the first international lawyer working for Media Markt outside Germany, he is considered a 'pioneer' in his influence over decisions, and has been named coordinator of several international working groups. In addition to doing *pro bono* work for the Spanish-German Technical Education Association (ASET), Pérez Fernández is regularly involved in DISPRAT, Association of Relatives of Alzheimers and the soup kitchen charity of El Prat de Llobregat. He also sponsors the sponsorship charity 'Liberating Action' founded by Mercedarios Fathers.

Félix J Montero, Pérez-Llorca

A Partner at Pérez-Llorca, Montero oversees domestic and international commercial arbitration, and manages a team of more than 20 lawyers. Hired to strengthen and develop the Litigation & Arbitration Practice, Montero has done this not only in relation to construction disputes but setting up different departmental practices. As a member of Pérez-Llorca's Restructuring and Insolvency Group, Montero acted as leading legal counsel on the third largest Spanish insolvency proceedings of all time. Educated at Madrid Autónoma University and Carlos III University, Montero was a lawyer at B. Cremades y Asociados before joining Pérez-Llorca in 2004. As well as being a lecturer on Litigation Law and International Arbitration, Montero has also obtained a Masters in Private Law from Alcalá de Henares University – the first step towards a PhD. For many years, he has been Secretary of the UIA International Arbitration Steering Committee and was the first Spanish Co-Chair of the Young Litigators Forum of the IBA Litigation Committee.

Francisco Javier Ramírez Arbués, ING Direct

A 40 under Forty Award winner in 2011, Ramírez is Head of Legal and Vice President of ING Direct, overseeing the provision of legal advice to all departments within the bank. His role requires not only setting goals and aligning them to the business strategy of the bank, taking into consideration industry trends, but also providing legal advice to the Board and CEO. Educated at Zaragoza University, IE Business School, Centro de Estudios Financieros and McGeorge School of Law, California, Ramírez began his career at Ernst & Young, before moving to the Corporate Department of Garrigues, where he worked until 2008. Involved in the community throughout his entire academic and professional life, Ramírez has collaborated with Zaragoza University in the integration of disabled young people in the university environment. He also regularly participates in the ING Chances for Children Project, launched by Unicef and ING in support of children's education.

Winners

Guillermina Ester Rodríguez, Pérez-Llorca

Rodríguez is a Partner in Litigation and Arbitration at Pérez-Llorca. She advises on the civil and commercial aspects of a wide array of complex matters. She has also broadened her spectrum of legal work in order to meet the needs of the market and now regularly advises on issues of insolvency law. Educated at Carlos III University, Rodríguez joined Pérez-Llorca in 2005 after five years at Jones Day in Madrid. Soon after she was seconded to Slaughter & May, London, where she actively participated in various arbitration cases and continued her education in common law. In addition to being Associate Professor at Carlos III University, she regularly lectures on litigation and arbitration and is team coach for the international competition Moot Madrid. An advocate of giving back to the community, Rodríguez actively works with the Spanish NGO Fundación Ciudad de la Alegría y Esperanza, volunteering in one of their sponsored orphanages in the south of India.

Guillermo Muñoz-Alonso, Garrigues

A Partner at Garrigues and a dual-qualified lawyer (admitted in England & Wales and Spain), Muñoz-Alonso specialises in international banking and finance – in particular ‘innovative and unusual structures’. By the time he was 17, Muñoz-Alonso had completed a course at UCLA, before graduating from CEU San Pablo University and Madrid Autónoma University. Joining Garrigues in 1997, he then spent three years at Linklaters before rejoining the Firm in 2002. In 2007, as a Partner, he founded the London office, and under his four-year leadership looking after UK-based clients with Iberian interests, the office recorded a considerable increase in revenue. Muñoz-Alonso now brings this multicultural and international angle to the Madrid office, overseeing a team of 35 lawyers. He is also an active member of the Electoral Reform Society and participates in key reform initiatives, and has lectured on the Master on Corporate Legal Advice at ICADE and the Executive Master’s Degree on Corporate Finance at Centro Estudios Garrigues.

Henar González Durántez, Uría Menéndez

An expert in competition law, González Durántez manages multinational teams as a Counsel at Uría Menéndez. She has been involved in many different types of cases involving mergers, cartels and investigations for abuse of dominant position. Educated at Valladolid University and Catholique de Louvain University, González Durántez joined Uría Menéndez in 1998 and was appointed Counsel of the EU and Competition Law Practice Group in 2009, after having spent time in Brussels including training within the EU Commission. A regular collaborator with the Professor Uría Foundation, she has volunteered on a children’s educational project with the Solidarity School of Law and works with other child-related organisations such as UNICEF. González Durántez has also been involved in a comprehensive study of the different legal instruments for the protection of children in Spain and works with organisations focused on the role of women in society and its empowerment, such as FEDEPE and MDE.



Inés Núñez de la Parte, Ingeteam

As Group General Counsel at electrical engineering multinational Ingeteam, Núñez de la Parte is one of the few female in-house lawyers to break the glass ceiling in a male dominated industry, and she has gone from a boutique firm to being

the only female member of her company’s Management Committee in just 15 years.

Núñez de la Parte started her career at Iusfinder, focusing on commercial and litigation for clients such as Bridgestone and Erhardt, before changing direction. “After five years in private practice I developed a passion for what was happening inside businesses and wanted to be at the heart of transactions,” she says. “I was also in my comfort zone – I only lived two blocks from the Bilbao office – so I wanted a fresh challenge.”

So she took a Masters in Business Law and joined a company that was expanding internationally. “I had to drive 180 Kms every day, but the change was extremely rewarding.”

In 2004, Núñez de la Parte joined Indar Electric – a very different scenario as she entered a technological male-dominated environment and travelled worldwide. Only 18 months later she was promoted to the holding company – Ingeteam – and appointed as General Counsel in 2006 responsible for six lawyers and four paralegals. She coordinates many of the transactional, labour, IP and dispute functions, and brings her legal background to the Ingeteam Management Committee as one of its 12 members.

She points out the importance of gaining ‘business partner’ status to bring legal advice to the forefront of the decision-making process. She recently graduated with the Instituto de Empresa (IE) Advance Management programme this year to improve her management skills.

Núñez de la Parte admits that women are still underrepresented at board-level in Spain and worldwide, but is thankful to Ingeteam for giving her leadership opportunities and taking gender out of the equation. And she believes in being open, honest and transparent, as well as encouraging more women to be recognised for their skills and talents, something she does when teaching international trade law at the ESEUNE Business School and law at the Erasmus Mundus Master on ‘Transnational Trade Law and Finance’. “I tell the female students that if they study and work hard, there is nothing stopping them making it to the top.”

www.ingeteam.com/en-us/aboutus/ingeteam.aspx

Ingeteam

Winners



Luis dos Santos Martins, IBM Spain

Legal Counsel at IBM, dos Santos Martins is based in Madrid. He recently returned from a two-year international assignment in New York and is set to take on a strategic and cross-geographic role at IBM Europe.

During his stay in the US, as a member of the worldwide legal team, he led several global transactions with an international scope, as well as strategic deals in the US involving IBM major accounts based in New York. A role that gave him a fresh professional perspective.

"I had the chance to deal with the leading firms in New York and be exposed to a complex and sophisticated market in terms of the dynamics of the negotiation process, the issues under discussion and the legal framework," he explains. "I believe I can now leverage from this experience in my new role in Europe."

Educated at Portuguese Catholic University and IE Law School, dos Santos Martins's career started at Cuatrecasas, Gonçalves Pereira as an Associate Lawyer, where for five years he handled general corporate matters, including mergers and acquisitions, corporate governance, divestitures and restructuring. "The firm shaped me into the lawyer I am today by instilling an excellence in client service culture, which is the mainstay of my daily work", he says.

In 2004, dos Santos Martins joined IBM in Madrid and was appointed to a managerial role within the IBM Legal Department. In this capacity, he provided overall leadership, direction and support to a team of lawyers focused on a wide range of IT related matters, such as large-scale projects, complex cross-border deals and regulatory matters related to IBM's business. These include major transactions in the areas of software licensing, business analytics, SAAS, cloud services, outsourcing (ITO and BPO), hardware agreements for mainframe infrastructure, midrange servers, storage, consulting services, data privacy and cyber-security matters.

IBM has paved the way for his international career, says dos Santos Martins, and his consolidation as an expert in Corporate and TMT practice areas. "IBM is the biggest IT company in the world, and therefore it is a privilege for me to benefit from the company's experience every day," he says. "For me, there is no better place to work."

Ignacio Redondo, CaixaBank

Redondo has been Head of Legal at CaixaBank since 2010, a position that requires managing all the tax, legal and regulatory issues of the bank and its affiliates. He also manages a staff of more than 80 people – 95 percent of which are lawyers. Educated at Valencia University and ESADE, Redondo was General Secretary and Board Secretary of the Comisión del Mercado de las Telecomunicaciones for three years, before working as a State Attorney for the Spanish Government, carrying out criminal administrative and social litigation. He has enjoyed a varied career, spending three years as an associate lecturer in Administrative law at Pompeu Fabra University – a role that continues to keep him involved in the university and allows him to impart his knowledge to students. Redondo has also published several articles, co-written many books and delivered lectures at events organised by his old business school.

Ismael Fernández Antón, Ashurst

The first Spanish lawyer to become a member of the Royal Institution of Chartered Surveyors (RICS), Fernández Antón is a Partner in Ashurst's Real Estate department in Madrid.

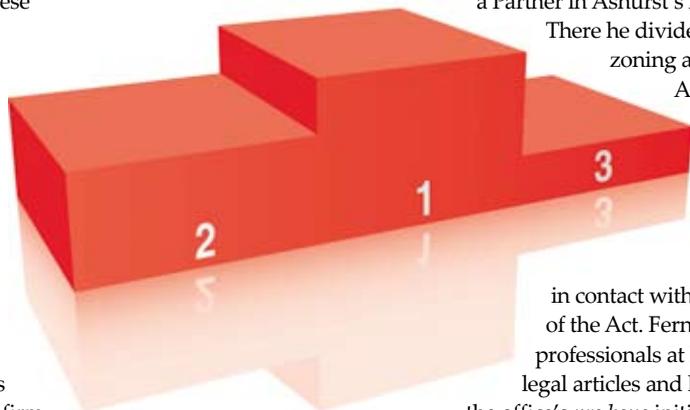
There he divides his time between general real estate, zoning and planning work. From joining Ashurst Madrid in 2004 as a Senior

Associate, to being made a Partner in 2012, he is heavily involved in developing and launching firm-wide initiative. He is co-leading a group specialised in SOCIMIs (the new Spanish Reits), which has been

in contact with the regulator during the preparation of the Act. Fernández Antón completed an MBA for professionals at Instituto de Empresa. And he writes legal articles and lectures, while playing an active role in the office's *pro bono* initiative Ashurst Solidario and works with Orden Religiosa de las Misioneras de María Mediadora in the negotiation of lease agreements.

Iván Gayarre Conde, Sagardoy Abogados

Before joining Sagardoy Abogados as a Partner in 2013, Gayarre Conde was a State Attorney. He created, and headed, the first State Attorney Department to specialise in labour courts – a novelty in the history of this section of the civil service. Gayarre Conde was decorated with the Spanish National Merit for advisory and contentious legal consulting services and was also awarded the Cross of Military Merit with White Distinction, awarded for the advisory and legal defence services regarding occupational relations for the Ministry of Defence. At Sagardoy, he specialises in labour law, social benefits, pensions and social security in Spain. He is also able to leverage his considerable experience as Chief State Attorney of the Social Department, to strengthen the area of employment advice to the Public Administration. Gayarre Conde has also been a legal adviser and Member of the Board of the Port Authority of Huelva and is Director of the State Attorney's Association.



Winners

Javier Hernández Galante, Ashurst

Demonstrating both the capability and versatility to support the tax needs of his national and international clients in different practice areas, Hernández Galante is a Tax Partner at Ashurst's Madrid office. An expert on new tax structuring on transactions, such as the acquisition by foreign investors of portfolios of non-performing loans or real estate assets from Spanish financial entities – participating in the design of a tax-efficient structure for the acquisition of one of the first portfolios of its kind. Hernández Galante is now using his substantial experience to advise on the application of the recently amended tax regime for Spanish Real Estate Investment Trusts. During his six years at Ashurst, he has played a key role in the charity committee 'Ashurst Solidario'. He has also co-written several articles on the current Spanish economic situation, published in some of the most reputed universities and European think-tank websites in Europe.

João Mattamouros Resende, Cuatrecasas, Gonçalves Pereira

A Partner at Cuatrecasas, Gonçalves Pereira in Lisbon since 2010, Mattamouros Resende is co-Director of the Firm's new office in São Paulo, which opened the same year. His involvement in significant M&A transactions has helped strengthen the Firm's international reputation for cross-border work between the Iberian Peninsula and Brazil. Educated in Portugal, London and the US, Mattamouros Resende started his professional career as Cabinet Assistant of the Portuguese Ombudsman before joining Cuatrecasas in 2003 as an Associate Lawyer. In 2006, he was seconded to the London branch of Deutsche Bank, where he worked with the Bank's Equity Capital Markets team. As Assistant Professor in the Catholic University School of Law, Mattamouros Resende has also taught post-graduate courses for professionals applying as magistrates in Portugal. More recently, he has been invited to teach seminars as a visiting International Professor in Fundação Getúlio Vargas, one of the most prestigious academic institutions in Latin America.

Jordi Maristany, Deloitte Abogados

Graduating from Pompeu Fabra University, Maristany Rivero spent 11 years at Uría Menéndez, including two and a half years in the New York office, before joining Deloitte in 2010. The youngest ever attorney to be made a Partner at Deloitte, Maristany Rivero is Deloitte's Director of Commercial and M&A in Barcelona, co-leading a team of more than 35 attorneys. A notable career highlight has been his key involvement in the largest private M&A transaction of 2012. Serving as Secretary to the Board for many different companies, he is also a Professor at ESADE. Through his active involvement in the charity Fundación Profesor Uría, he has been part of the 'School of Law' project, which gives classroom-based talks to children living in deprived areas. Maristany Rivero has also given *pro bono* advice to the local DAU foundation, which runs a special work centre aimed at offering employment opportunities to individuals suffering from severe mental illness.



Mar de Pedraza, De Pedraza Abogados

A successful legal career has culminated in De Pedraza being the owner of criminal law firm, De Pedraza Abogados, where she is currently Managing Partner.

Knowing what she wanted to do from a very early age, de Pedraza graduated with an

MA in Practical Litigation before joining Garrigues in 1998. There she was able to realise her ambitions, and for the next nine years specialised in criminal litigation. "It was a highly pressured environment but I was happy as I was dealing with important cases and international clients," she says.

Despite her age, de Pedraza was singled out for her ability to lead and mentor people. "Although I was relatively young, I was put in charge of a team – a role I took seriously," she explains. "In criminal litigation any day can be viable, so my focus was on letting those people know that I would always be there."

In 2007, de Pedraza capitalised on her leadership skills when she was hired by Baker & McKenzie to establish their first criminal law practice. "I really

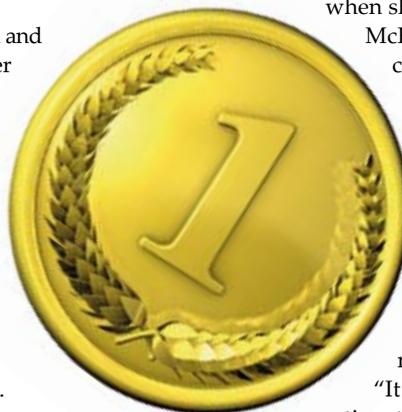
enjoyed practising criminal litigation in an international law firm, and building a new department was both positive and challenging."

Fuelled by industry recognition and her own client portfolio, de Pedraza created her own firm. "It was my time to do it," she explains. "It was my new adventure and my time to be completely independent."

Two years on and the Firm has forged a specialist reputation within the criminal law and litigation arena, with de Pedraza working on many high profile cases.

She also remains committed to helping people less fortunate on a case-by-case basis – from *pro bono* work to free initial meetings. "Sometimes it just takes giving a few clues to help a person get out of a difficult situation," she says.

Keen to impart her knowledge and experience further, de Pedraza currently teaches a special degree course on Criminal Litigation at Rey Juan Carlos University, and the Firm takes students on for practical training. "I feel very lucky, I work hard, but I'm in control," she says. "I can just pay attention to clients, to cases, to universities and to the students working with me – I just don't feel the pressure anymore".



De Pedraza
abogados

www.depedraza.com

Winners



Miguel Spínola, PLMJ

Spínola is a Senior Associate and Head of PLMJ's Mozambique Desk. He is regularly involved in large cross-border transactions in diverse sectors, representing both Portuguese and foreign clients. Educated at Católica University and admitted to the Portuguese Bar Association in 2001, Spínola

worked for high profile firms such as Uría Menéndez and Mullerat before joining PLMJ in 2009.

As part of PLMJ's internationalisation, Spínola co-coordinated the set up of a joint venture office in Mozambique – GLM Gabinete Legal Moçambique (GLM), member of PLMJ's Legal Network.

"The increasing need and interests of Portuguese and international clients in the growing Mozambican market, mainly due to recent natural resources discoveries, has strengthened PLMJ's internationalisation process in Portuguese speaking jurisdictions," he says. "And in this global business world, it is of major importance to be able to fully assist clients in any country providing legal services of the highest level, with solid and recognised International Standards."

Currently, Spínola is the coordinator of PLMJ's Mozambique Desk and responsible for liaising with GLM – together they are a full-service team with a national and international practice, due to a foreign client base and the global scope of its local clients' activities.

Today, GLM is a staffed with highly skilled Mozambican lawyers, sharing a common interest of satisfying the goal of working in Mozambique for Mozambique, while fully respecting professional and ethical rules of the Local Bar Association that are applicable, he explains. He now liaises and coordinates with GLM's office and team from Lisbon. "This project has been an amazing experience that gave me a totally different perspective on everything."

For Spínola, working for a company that prioritises social responsibility has meant being able to contribute in a *pro bono* capacity for NGOs such as Um Pequeno Gesto, which assists underprivileged African children. With GLM Partner Tomás Timbana, Chairman of the Mozambique Bar Association, and other Mozambican lawyers, PLMJ and GLM regularly participate in projects with universities and associations. What he has enjoyed most about his career to date, however, is that he has had the privilege of being able to go beyond being a lawyer in an office. "The work I'm doing is just the beginning."

José Soria Sorjús, Uría Menéndez

A Counsel in the Barcelona office of Uría Menéndez, Soria Sorjús has worked on a wide variety of complex, high profile transactions in M&A, corporate and financing matters in energy, telecommunications, banking, leisure, real estate and life sciences. Soria Sorjús has been at Uría Menéndez since graduating from the Barcelona University and ICADE in 2000. As part of his present day role, he is a member of the Firm's Nordic desk and the lawyer in charge of the Finnish market, and co-leads the Entrepreneurship Department of the Barcelona office. He is also Secretary to the Board of Directors and Legal Adviser to prominent domestic and multinational companies in Spain. With a belief that a legal professional must play an active role in society, among others, Soria Sorjús participates in the Firm's school outreach programme and is Vice President of UNICEF Cataluña, helping design local strategic overview and legal strategy.

José Luis Ruiz Galán, Roca Junyent

Director of Roca Junyent's only international office in Shanghai, Ruiz-Galán has led dozens of projects regarding foreign direct investment – from corporate structuring and restructuring and M&A in different sectors – to counselling regarding commercial, IP and tax matters concerning Chinese, Spanish and International law. Managing a team of seven multilingual lawyers, Ruiz-Galán achieves a successful balance of adapting to the specificities of China, while retaining the core values and practices of the Firm. A specialist in his field, he assists the Spanish offices regarding Chinese investment in Spain, including one of the most successful administrative actions against counterfeit products by a Spanish company in China. Ruiz-Galán was Vice-President of the Spanish Chamber of Commerce in Shanghai for four years until 2010. An author of several articles regarding different issues of Chinese law, he has also written a chapter in the published book on trade with China.

Juan Antonio de Rueda Gamboa, Equatorial Coca-Cola Bottling Company

De Rueda Gamboa is Legal and Compliance Director and Company Secretary of the Equatorial Coca-Cola Bottling Company (ECBC) – a joint venture for bottling and distributing beverages in Africa that has a strong governance, risk and compliance culture. Working remotely from his office in Barcelona, de Rueda Gamboa has built his department from scratch, successfully centralising legal, compliance and risk management in 13 African countries. Educated at ESADE, he worked as a litigation lawyer for AMC and Leysters, before deciding to practise alone as a real estate litigator and adviser for international business clients. Having expanded his practice portfolio to encompass banking and finance, de Rueda Gamboa joined ECBC, and now uses his litigation experience as an important added value during advisory work. Describing himself as having a strong social mindset, de Rueda Gamboa spent several summers working for social causes around the world such as Charity Missionaries in India and Argentina de Pocora in Costa Rica.

Winners

María Pilar García Guijarro, Watson, Farley & Williams

Head of the Madrid office of at Watson, Farley & Williams at the age of 38, García Guijarro covers all aspects of corporate transactions, with particular expertise in the energy sector. Educated at Lluiss University and Cambridge University, before joining Watson, Farley & Williams, García Guijarro had a varied career working at B. Cremades y Asociados, Squire Sanders & Dempsey and Lovells, and also as General Counsel of General Electric Capital Bank. As well as being a member of the Madrid Bar Association since 1996, she is a member of the Firm's Energy Executive Committee. She is also a lecturer at the University Antonio de Nebrija, Zaragoza University and the Instituto de Empresa. García Guijarro is currently working on an initiative to give *pro bono* legal advice to a foundation for the development of microcredits to marginal entrepreneurs. Her office is also a member of FIDE and promotes their activities.

Mariana Norton, Cuatrecasas, Gonçalves Pereira

As the first female M&A Partner of Cuatrecasas, Gonçalves Pereira in Madrid, and one of the first Portuguese Partners of a leading Spanish law firm, Norton is an expert in cross-border transactions in their Madrid office. Educated at Lisbon University and Columbia University, Norton worked at Cuatrecasas, Gonçalves Pereira in Lisbon for six years before moving to Madrid. A dual-qualified Portuguese and Spanish lawyer, she provides a crucial linking role between the Firm's offices in those countries, co-ordinating joint teams to provide efficient integrated advice, and supervising various legal aspects in international transactions. In addition to being a lecturer at the Madrid Autónoma University and the Law Faculty of the CEU San Pablo University, she has been an active member of her firm's Social Action Committee *pro bono* programme. She has also advised Fundación Prodis on its negotiation for an ongoing training course for youngsters with intellectual disabilities.

Miguel Lamo de Espinosa, Gómez-Acebo & Pombo

Lamo de Espinosa, one of Gómez-Acebo & Pombo's youngest Partners, took over the London office in 2010. With a specific focus on distressed investment, he advises on matters structured under Spanish law for worldwide corporates, in particular representing hedge funds on Spanish investments. Educated at Pontificia de Comillas University, Lamo de Espinosa joined Gómez-Acebo & Pombo after graduating and has spent his entire career there, building a practice advising many of the largest UK, US and Spanish distressed and special situation funds. He also took an LL.M in Securities and Financial Regulation at Georgetown University, Washington, DC, and passed the New York Bar Exam. In addition to being a member of Fundación Vicente Ferrer and Red Cross International, Lamo de Espinosa Abarca is one of the founding organisers of 'Rock & Law', which showcases the talents of the legal community. To date, it has raised over €150,000 for charity in Colombia. He also teaches a summer course in Paraguay, aimed at teachers, lawyers and judges.



Paulo Bandeira, SRS Advogados

Bandeira is a corporate lawyer at SRS Advogados, specialising in securities, corporate transactions and corporate governance. Educated at Lisbon University, he joined SRS Advogados in 1997 as a trainee, before being

seconded to the Corporate Department of the London office of Simmons & Simmons in 2000. There he worked on complex cross-border transactions – an experience he viewed as a necessary rite of passage. “It gave me the opportunity to gain an intensive experience of how an international law firm works,”

Since then, at SRS Advogados, Bandeira has been responsible for managing large, multidisciplinary teams from several departments (corporate, finance, employment, litigation, etc). He has also been involved in some of the biggest corporate and M&A transactions involving Portuguese companies, in notably different sectors such as telecoms and soft drinks.

In addition, Bandeira is actively involved in aspects of the management of the firm. “I have participated in marketing plans, branding and client development, but am also the Department Coordinator for the Corporate Governance Practice, looking after client work and the marketing efforts involved,” he explains. “I also lead the ‘Start Up’ expertise practice, in response to this particular market becoming increasingly active and the visibility Lisbon is achieving as a start-up friendly city.”

For Bandeira, one of his main career achievements has been his involvement in establishing ‘best practice’. “With lawyers from different offices and other experts, I was invited by the Portuguese Corporate Governance Institute to write part of the IPCG Corporate Governance Code, published this year.”

Bandeira is also a member of the Governance Lab forum, a corporate governance expert panel made up of lawyers and law professors.

In addition to being a frequent speaker at corporate governance seminars, he has contributed to several domestic and international articles.

Aside from his *pro bono* work for the Cadin institution, Bandeira and other colleagues actively support the Bolsa de Valores Sociais (BVS) project. “It’s a social project, where BVS analyses, validates and then follow up with social programmes and institutions they feel should be worthy of community investment,” he says. “It effectively enables investors in the stock exchange to do some charity work in highly scrutinised entities.”

Bandeira is also actively involved with schools and storytelling as he is a published author of children’s books.

Winners



Rafael Lucas Pires, Serra Lopes, Cortes Martins & Asociados

Pires is a 'one firm' lawyer, he says. He joined Serra Lopes Cortes Martins & Asociados (SLCM) as a trainee in 1998, making Partner by 2005 under the guidance of name partner Luís Miguel Cortes Martins.

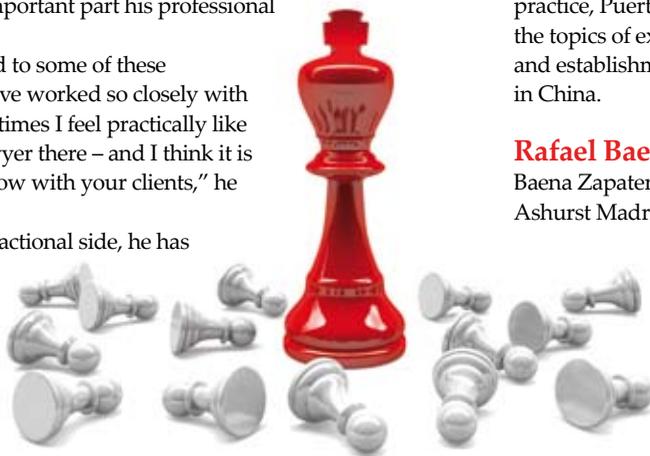
Pires, however, has emerged as a respected corporate and M&A lawyer in his own right while retaining a sense of humility. "I was and remain very lucky to work with both Cortes Martins and António Serra Lopes who were, and still, are my mentors," he says. "Working in a small-to-medium sized firm such as SLCM is all about personal relationships with the other team members. It has been very rewarding to work through the firm from trainee to partner."

He has now begun to emulate his mentors, both in terms of professional development and practice, and is heavily involved in the talent recruitment market – he acts as one of the firm's Recruitment Partners. Pires acknowledges that hiring the best lawyers is really the key to thrive in a very competitive market and he hopes to be able to provide the inspirational succession that came from his mentors to the next generation of lawyers by following their example.

Pires's own practice continues to grow in stature too, divided between advising on the general corporate needs of clients and wider domestic and cross-border transactional matters. He cites his relationship with key clients – such as olive oil business Sovena and media conglomerate Controlinveste – as being an important part his professional development.

"With regard to some of these companies, I have worked so closely with them that sometimes I feel practically like an in-house lawyer there – and I think it is important to grow with your clients," he explains.

On the transactional side, he has not only acted for these key industrial clients but also for important institutional players such as banks, corporate and international investors. Last year one of his most high-profile mandates was acting for China Three Gorges (CTG) on its €359m purchase of a 49 percent equity stake in EDP Renováveis, SA, an investment made within the context of the long-term strategic partnership between EDP and CTG, in accordance to which CTG has pledged to invest a further €2bn in EDP's international business – a deal being led by Pires.



Miguel Ángel Recuerda Girela, García-Trevijano Abogados

Recuerda Girela is Counsel at Garcia-Trevijano Abogados and Professor of Administrative Law at the University of Granada. Specialising in administrative law and food law, he is the author of 60 legal publications – receiving both the Melchor Almagro Prize and the Agesport Prize for his work. Having finished his PHD from Granada University, Recuerda Girela began his career as a lawyer in 2000 at Garrigues. He then joined the Regional Government of Andalusia as a Legal Adviser in 2001 and the University of Granada as a professor in 2002 – the latter, where he has taught 17 different courses and become a Legal Adviser. Since 2007, he has also been Counsel in the legal boutique García-Trevijano. As well as being a sought after visiting professor, Recuerda Girela has participated in a pro-bono capacity on international cooperation projects developed.

Omar Puertas, Cuatrecasas, Gonçalves Pereira

Leading one of the most interesting and complicated projects in his professional career, Omar Puertas is a Partner of Cuatrecasas, Gonçalves Pereira's Shanghai office, with a primary focus on foreign investment projects in China and the investments of Chinese companies in other countries. With a law degree and Masters in Business Law from Pompeu Fabra University, Puertas then took an LLM from the University of Manchester. After joining Cuatrecasas in 2000, he was given the opportunity to work in the New York office of Skadden, Arps, Slate, Meagher & Flom for two years. Returning to Spain, Puertas became instrumental in the internationalisation of Cuatrecasas, founding the Shanghai office in 2008 and being made Partner in 2009. Having contributed to the office's reputation as a benchmark practice, Puertas has participated in over 50 talks and courses on the topics of expatriation, tax contribution, foreign investment and establishment formulas, and has written a guide to business in China.

Rafael Baena, Ashurst

Baena Zapatero has been Head of Competition and EU law at Ashurst Madrid since 2010. Educated at Madrid Autónoma University, he practised in Brussels, Washington DC and Madrid. Joining Ashurst in 2006, Baena Zapatero practiced all aspects of competition law, with a particular focus on merger control, abuse of dominance, cartels, competition in regulated sectors and litigation work, as well as competition law in Latin America. From Madrid, he also co-ordinates the Sports, Media and Entertainment Group he founded. In addition to being a member of the Board of the Spanish Association for the Defence of Competition, Baena Zapatero teaches law at a number of universities – including Madrid Autónoma University, Carlos III University, ICADE and ISDE, among others. He also actively works with non-profit social, local, cultural and international organisations, for example providing legal support to an association of women (ACAMSS).

Winners

Santi Pagès Carballeda, Roca Junyent

Leading teams of lawyers in various jurisdictions and playing a key role in key deals has comprised much of Santiago Pagès Carballeda's career at Roca Junyent. There he is Corporate Partner, Director of the Insurance Practice and Head of the Latin American desk – coordinating a seven person team. Educated at Barcelona University, Pagès Carballeda began his career at Trias De Bes Abogados Asociados before being recruited by Roca Junyent in 1999, where he has always been part of the team led by Miquel Roca and Joan Roca Sagarra. With extensive experience in contract and corporate law, during his time at Roca Junyent, Pagès Carballeda has participated in numerous M&A, dissolutions, liquidations and sales of companies, representing Spanish and multinational companies. Secretary of the institution Societat Econòmica Barcelonesa de Amigos Del Pais, Pagès Carballeda is lecturer at Barcelona University's Economics and Business Studies Faculty and at the Barcelona Bar Association.

Sofia Martins, Uría Menéndez

Martins is a Counsel at Uría Menéndez-Proença de Carvalho. Educated at University of Lisbon, she joined Uría Menéndez in 2008, when the Firm joined forces with the Portuguese firm Fraústo da Silva & Associados, of which she was a Founding Partner. Her extensive skills in the field of litigation and arbitration have secured the confidence and trust of a global clientele, as well her involvement in important cases such as the implementation of the Insurance Mediation Directive into Portuguese law. In addition to her role as Secretary to the General Assembly of the Portuguese Arbitration Association, Martins was the first non-Spanish coordinator of the Club Español del Arbitraje CEA-40. In 2012, she co-founded the Portuguese Arbitration 'under forty' Association – APA Sub 40. Writing for various publications, Martins speaks at arbitration events both in Portugal and abroad, and also participates in the Firm's Escola Solidária de Direito project and the Rock & Law charity event.



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