



# COMPANY PROFILE

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# CHRS LAW AT A GLANCE

CHRS Law offers a full range of legal services with a vision of the upcoming needs and challenges in the field of law in the new millennium. We try our most to find win, win approaches in order to serve the interests of our valuable clients enabling them to meet their challenging commitments and objectives. Our core business includes but not limited to the following areas of services with a history of successfully completed projects:

1. Facilitation in structuring and restructuring a business or commercial entity
2. Litigation
3. Preparatory Training of Legal and Para-Legal Personnel
4. Drafting and Writing
5. Arbitration, Alternative Dispute Resolution and Out of the Court Settlements
6. Free Legal Aid to the underprivileged

## 1. FACILITATION SERVICES

- **For requisite documentation, registration, enlistment, affiliation and incorporation with governmentt, non-government, semi government organisations and other autonomous bodies**
  - Company (Private Ltd/Public Ltd) & Single Member Company (SMC)
  - Firms (Partnership and Sole Proprietorship)
  - NGOs, NPOs and Trusts etc.
  - Copyright and Trade Mark
  - Joint venture (JV) formation
  - NTN, GST
  - Schools, Colleges and other educational institutes with Boards and Government authorities
- **Liaison and compliance with tax and customs authorities for**
  - Tax Return filing
  - Show cause notices
  - Refund of tax
  - Exemption
- **Banking and Financing**
  - Loan financing including murabaha, mudarba
  - Mortgaging, lein marking
  - Letter of credit (LC) opening
- **Import/Export**
  - WeBOC Registration
  - E-payments
  - Custom clearance
  - Exemption of taxes and duties

## 2. LITIGATION SERVICES

- Civil and Criminal
- Corporate and Commercial
- Family law
- Tax, customs & Corporate law
- Service matters for employees of federal and provincial government or of any non-government or semi government organisations for promotion, discrimination and pension matters
- Land laws (property, real estate, acquisition)
- Telecommunication
- International taxation
- Human rights
- Banking law (mortgage, claim and recovery matters)
- Education law
- Public interest litigation

## 3. PREPARATORY TRAINING OF LAWYERS AND PARALEGALS

With a new vision CHRS Law training courses provide with a comprehensive understanding of the major aspects of civil litigation, from both the plaintiff's and defendant's perspectives.

## 4. DRAFTING AND WRITING

All type of legal drafting and writing for public at large, corporate sector and lawyers

## 5. ALTERNATIVE DISPUTE RESOLUTION (ADR)

Our ADR system can serve the public sector by Saving their time and Money which ultimately results in Increasing Control Over the legal Process and the Outcome. It also preserves the relationships, increase their satisfaction and improve attorney-client relationships.

## 6. FREE LEGAL AID

To the needy, poor and underprivileged sector of our society CHRS Law is always readily available to advise honestly and provide legal aid free of cost.

# ABOUT US

CHRS Law was formed by Mr. Waqar Haider Awan, a distinguished legal practitioner. A pioneering commercial legal practice, CHRS Law has had a varied and prestigious client base from the very beginning and continues to maintain its position as one of the leading firms in Pakistan. The concept followed by CHRS Law is to offer its clients a wide scope of assistance in safe-guarding their legal interests in any commercial venture they may intend to carry-out. In addition to rendering direct assistance through consultation, litigation, arbitration and conciliation, CHRS Law renders training, taxation and NGO Registration services.

Our commitment to strategically sound advice requires that CHRS Law's practitioners clearly understand client needs in the context of the broader issues at stake. By balancing these dynamics, and by applying our legal expertise, we provide effective, appropriate and efficient advice to solve the challenges our clients face and to help create opportunities that move their enterprises forward.

## OUR MISSION

To render personalized and efficient services to our clients is our core mission. Today's busy world demands for a quick delivery of services from a corporate set up and there are many factors that produce hindrances in progress as well as in quick delivery of services. We aim to facilitate our country fellows in handling their corporate issues like corporate structuring, compliances, litigation, training support so that they may utilize their valuable time in their development and advancement and they may easily meet their challenging commitments and objectives.

The aim of the firm is to:

- Promote and stoutly defend the Rule of Law.
- Promote the cause of justice worldwide through the development of case law, legislation and international legal infrastructure development.
- To increase awareness and promote tax governance culture in Pakistan.
- To conduct evidence based researches and Mass media campaigns to advocate legal issues.
- Offer professional services without any discrimination, to both private individuals, communities, corporate organizations and governmental bodies in accordance with the finest ethics of the law society.
- Encourage and promote legal knowledge and education in the practice of law worldwide.
- Assist in the protection, promotion and uplifting of the integrity of the legal profession.
- Disseminate and import these ideals to succeeding generations of the members of the legal profession worldwide.

## WHY CHRSLaw

We are able to draw on a wide base of skills and expertise at all levels of experience and seniority to provide technically correct legal advice that makes business sense based on a careful evaluation of what the client seeks to achieve and how best to achieve it. We endeavor to solve problems and bring reliable ideas and approaches in addressing clientele needs.

**CHRSLaw** is renowned for its commitment to excellence and for its ability to find innovative solutions to the most complex of legal problems. Our clients recognise and value this. Our clients are leading local and multinational organisations across the financial services, taxation and insurance, telecommunications, real estate, information technology and industrial sectors. We act for the private sector and the Government and governmental agencies. With legal experts and full service offices countrywide, the team at CHRS Law makes every effort to understand each situation from a legal and business perspective, and bring solutions to meet our clients' requirements.

We deal with all entrusted affairs promptly and our client will have access at all times to an advisor. Our associate lawyers shall review the

client's demands and after analyzing the relevant requirements of the particular transaction or matter, they will advise on its different aspects.

In addition to its legal practice, CHRS Law is cognizant of the importance of adhering to the Rule of Law and system of governance in Pakistan and to this end it is actively pursuing the capacity building of the legal fraternity and other professionals alike by preparing and conducting several trainings on legal and social issues in Pakistan.

Our clients find satisfaction once they consult us and share with us their problems and issues.

## PROFESSIONAL REGISTRATION

CHRS Law comprises of partners and associates who are fully qualified advocates.

## PRACTICE AREAS

CHRS Law is a full-service law practice with market-leading expertise in banking and finance, customs and taxation, projects and power, corporate and commercial law, mergers, acquisitions and private equity, real estate and conveyance, non profit organisations and commercial and civil dispute resolution. The areas on which we are particularly qualified to advise and litigate are outlined below where a brief description of each area of practice can be found.

### Legal Advocacy & Professional Development

**CHRS Law** is working as a pioneer institute for various kinds of advocacy programs aimed at the capacity building and professional development of the bar and law enforcement agencies and the corporate sector. The legal fraternity in Pakistan is highly proficient and professional. However, the profession of law has undergone a tremendous change over the course of a decade or so. In line with the changed socio-economic scenario in a globalized world, the CHRS Law offers short term courses for training and professional development of mid to senior level management in corporate sector, law enforcement agencies of the governments (National, Provincial and Local) and the legal fraternity.

We hope to build upon their knowledge in a manner which allows them to perform their duties more effectively. To this end, we provide a number of services including interactive seminars on contemporary legal issues. Our Law Committee works to maintain CHRS Law's position as the primary professional education provider in the legal community by monitoring and evaluating programmes to ensure that high quality, effective and timely sessions are offered to meet the professional education needs of the legal community.

## Legal Trainings

In its efforts aimed at the capacity development of the Bar and the law enforcement agencies and institutions, CHRS Law frequently organises trainings on various areas of the law such as Company Secretaries, Capacity Development of Paralegals, Right to Information and Good Governance and Rule of Law.

## Commercial & Corporate Law Services

- 1. Corporate Advice and Commercial Agreements:** Our team of lawyers and legal consultants specialize in reviewing and producing agreements for corporate purposes including distribution agreements, partnership agreements, franchise agreements, consultancy agreements, incorporation agreements, agency agreements, joint ventures, Copyright and Trademark agreements, Terms & Conditions of sale etc. Our consultation services also extend to Corporate and Commercial Laws (e.g. the rights and obligations of the Contracting Parties, director and auditor responsibilities, replacement of management, etc.), Bankruptcy, Corporate Reorganization, Labor Law, and Tax laws.
- 2. Incorporation of Companies:** Our team of experts provide company formation services that guide start-ups to identify the “type” of company required for set-up and provide advice at all stages of the regulatory process registration of companies and execution of contracts.
- 3. Commercial Agencies:** We have extensive experience of providing advice on all types of commercial agency arrangements such as franchise, distribution, agency and commission arrangements that may impact local laws.
- 4. Corporate Restructuring:** CHRS LAW specializes in providing strategic and financial advice on corporate restructuring including mergers, acquisitions and spin-offs.. We provide an initial overview advising on likely required actions together with alternative strategies to maximize returns. We collate information on valuation, management, and professional and agency advice to deliver a bespoke service through a central point of contact.
- 5. Contract Administration:** We conduct contract negotiations, ensuring the terms and conditions are acceptable to both parties and compliant to regulations. Our ultimate goal is to reduce risk and enhance operational performance. Our contract management includes authoring and negotiation, baseline management, commitment management, communication management, contract visibility and awareness, documents management, and growth.

## ALTERNATIVE DISPUTE RESOLUTION (ADR)

Our team of qualified lawyers and support staff are equipped with the deep understanding of the legal framework as well as the necessary negotiation skills required for successful culmination of Arbitrations and Alternate Dispute Resolutions (ADR). In accordance with the global tilt towards ADR, our associates strive to facilitate quick resolution of disputes through mediation with a view to mending the relationships involved.

CHRS Law ADR system has a variety of benefits, depending on the type of ADR process used and the circumstances of the particular case. Some of the potential benefits of ADR are summarized below.

### Save Time,

We all are aware that a lawsuit to trial can take a year or more but in CHRS Law a dispute can be settled or decided much sooner with our ADR system.

### Save Money

In CHRS Law we save the money of our clients which they may spend on attorney fees, court costs, experts' fees, and other litigation expenses.

### Increase Control Over the Process and the Outcome

In our ADR process our clients play a greater role in shaping both the process and its outcome and the parties have more opportunity to tell their side of the story than they do at trial. For example in our mediation we allow the parties to fashion creative resolutions that are not available in a trial. Our other ADR processes, such as arbitration, allow the parties to choose an expert in a particular field to decide the dispute.

### Preserve Relationships

CHRS Law ADR system is a less adversarial and hostile way to resolve a dispute. For example, our experienced mediator can help the parties effectively communicate their needs and point of view to the other side for preserving their relationship.

### Increase Satisfaction

In a trial, there is typically a winner and a loser. The loser is not likely to be happy, and even the winner may not be completely satisfied with the outcome. CHRS Law ADR can help the parties find win-win solutions and achieve their real goals. Our ADR system gives potential advantages along with increasing the parties' overall satisfaction with both the dispute resolution process and the outcome.

### Improve Attorney-Client Relationships

In CHRS Law our Attorneys play the roles as problem-solvers rather than as combatants. Our Quick, cost-effective, and satisfying resolutions are likely to produce happier clients and thus generate repeat business from clients and referrals of their friends and associates. In CHRS Law we provide ADR in the following ways:

- A. Mediation
- B. Arbitration
- C. Neutral Evaluation
- D. Out of the Court Settlements

#### A. Mediation

In mediation, our impartial mediator helps the parties try to reach a mutually acceptable resolution of the dispute. The CHRS Law mediator does not decide the dispute but helps the parties communicate so they can try to settle the dispute themselves. Our mediation process leaves control of the outcome with the parties.

Our mediation becomes fruitful when parties wish to preserve their relationship and when their emotions are getting in the way of resolution. Our mediator hears the parties out and helps them communicate with each other in an effective and non-destructive manner.

Our mediation may be effective if both of the parties are willing to cooperate or compromise or one of the parties has not a significant advantage in power over the other. Therefore, it may be a good choice if the parties have not a history of abuse or victimization.

### **B. Arbitration**

In CHRS Law Arbitration, our neutral arbitrator hears arguments and evidence from each side and then decides the outcome of the dispute. Arbitration is less formal than a trial, and the rules of evidence are often relaxed.

CHRS Law Arbitration is best for cases where the parties want another person to decide the outcome of their dispute for them but would like to avoid the formality, time, and expense of a trial. It may also be appropriate for complex matters where the parties want a decision-maker who has training or experience in the subject matter of the dispute.

### **C. Neutral Evaluation**

In our neutral evaluation, each party gets a chance to present the case to a neutral evaluator. Our evaluator then gives an opinion on the strengths and weaknesses of each party's evidence and arguments and about how the dispute could be resolved. Our evaluator is an expert in the subject matter of the dispute. Although the evaluator's opinion is not binding, the parties typically use it as a basis for trying to negotiate a resolution of the dispute.

Our neutral evaluation is most appropriate in cases in which there are technical issues that require special expertise to resolve or the only significant issue in the case is the amount of damages.

### **D. Out of the Court Settlements through Settlement Conferences**

Settlement conferences may be either mandatory or voluntary. In both types of settlement conferences, the parties and their attorneys meet with a judge or a neutral person called a "settlement officer" to discuss possible settlement of their dispute. The judge or settlement officer does not make a decision in the case but assists the parties in evaluating the strengths and weaknesses of the case and in negotiating a settlement. Settlement conferences are appropriate in any case where settlement is an option.

Mandatory settlement conferences are often held close to the date a case is set for trial.

### **Customs and Taxation related Services:**

CHRS Law provides practical solutions and renders legal advice to a wide range of corporate sector clientele on matters related to Taxation and Customs Clearance etc. Having equipped with the in-depth understanding of the country's Tax regime, our team of dedicated Tax lawyers represents clients before tax authorities and the courts of law.

### **NGO Laws**

We offer legal services to the local and foreign NGOs in matters pertaining to their registration with the local authorities and help resolve other matters related to their management issues, operational difficulties, logistic problems and training of staff etc.

## Private Clients

We also provide services to individual clients with respect to civil and criminal litigation. CHRS Law offers litigation services in all kinds of civil cases pertaining to property rights, family issues, banking transactions and enforcement of contracts etc. On criminal side of the litigation, we offer services in all matters of criminal nature.



## Real Estate and Property

We deal with landlord tenant disputes, property matter including leases and sale of private and commercial properties. CHRS Law has handled a wide range of property related transactions with a view to securing the various interests involved.

## Writing and Drafting Services

Our writing and drafting services range from reviewing standard form agreements to drafting and assisting with the negotiation of complex bespoke commercial arrangements. These include drafting power of attorneys, agreements for arbitration, notices and sale and partnership deeds. The team at CHRS Law is also involved in legal translations including translating various statutes from English to Urdu.

- Technology outsourcing and service arrangements
- Content licensing, acquisition and distribution
- Arranging financing for business ventures
- Software acquisition and supply agreements
- Structuring mergers, acquisitions and joint ventures
- Developing creative regulatory solutions

## Drafting Internet Agreements

With the growing popularity of computer and internet usage a number of legal issues have been created by its widespread use. At CHRS Law, we understand that internet-related agreements are highly specialised and time consuming to draft. We therefore pride ourselves in being able draft most internet based agreements for our clients in a timely manner. These include developing agreements related to assembling and protecting content, social networking, domain and trademark issues, e-commerce and agreements related to privacy issues on the internet.

## Cyber Laws

We recognise the importance of Cyber Laws in today's world and are involved in reviewing, developing and consulting on cyber laws within Pakistan. In addition to that, CHRS Law has significant experience in government regulation and legislation related to data breaches and cybercrimes. Our team works with clients to prepare them for data breaches and minimize their potential legal exposure by drafting internal policies and procedures and contractual provisions. Therefore, if you are a victim of cyber terrorism, data damage electronic fraud, criminal access, criminal data access, misuse of electronic system or electronic device, electronic forgery and cyber stalking then don't hesitate to consult us.

## Telecommunication laws

Our telecommunications lawyers have an in-depth understanding of the commercial and technological aspects of the telecommunications industry and continually monitor market developments. We offer our clients pragmatic and sector-specific legal advice in order to successfully meet the challenges of today's rapidly developing international telecommunications industry. Our team is well positioned to handle matters related to:

## Pro Bono Legal Advisory Services

Our firm and lawyers are committed to providing pro bono legal advice to deserving clients on civil and commercial matters.

## Preparatory Training Of Lawyers And Paralegals

Lawyers across the country rely most heavily on their paralegals. It is a demand of the present day to handle the paralegal tasks according to the new age requirements. Demand of those Paralegals will increase who will acquire the new technological skills. With this vision CHRS Law training courses provide with a comprehensive understanding of the major aspects of civil litigation, from both the plaintiff's and defendant's perspectives. CHRS Law focuses on a variety of subjects aimed at teaching how to manage a case from beginning to end. The subjects covered in our courses include determining jurisdiction and venue; initiating and commencing a lawsuit; client counselling; investigation techniques and the discovery process; the drafting of summons and complaints, motions, briefs and pleadings; settlement techniques; the trial itself; pre and post-trial activities and the appeals process. Our trainings enable a paralegal to handle all the activities of a law office either inside or outside.

## Drafting And Writing

In today's busy schedules and demands of meeting the deadlines it is really hard to find time for drafting documents. Through CHRS Law Drafting and Writing we can serve you with a saving of your precious time as well as your money without keeping you in tension. At CHRS Law, our drafting and writing services expand to creating agreements and court-specific documents from the scratch, editing and proof-reading and copyediting pre-drafted documents, re-drafting agreements, and much more writing requirements of your day to day activities and business.

## Free Legal Aid To The Underprivileged

In CHRS Law our Free Legal Advice Centre delivers pro bono legal services to underprivileged and deserving citizens of our society, who cannot access legal advice elsewhere. We can provide advice and assistance on the following:

- ▶ Out of the Court Settlement
- ▶ Child and Education
- ▶ Consumer
- ▶ Debt
- ▶ Employment
- ▶ Family
- ▶ IT
- ▶ Housing
- ▶ Landlord and Tenant
- ▶ Planning
- ▶ Property
- ▶ Wills
- ▶ Copyright and Intellectual Property
- ▶ Company Law
- ▶ Personal Injury
- ▶ Discrimination

## COMPOSITION OF LEGAL TEAM

CHRS Law's collective insight into the business environment and Pakistan's intricate socio-political context is the result of the diversity of our team in terms of skills, qualifications, interests and backgrounds, but also through a combination of experienced professionals and a large number of younger lawyers. The result is a skilled, enthusiastic, energetic and innovative team that sets CHRS Law apart.

Our team comprises of standing lawyers duly enrolled with the Bar Councils and are members of their respective Bar Associations

Superior legal skills and a commitment to integrity, excellence and hard work enables CHRS Law to frequently exceed our clients' expectations.

### **Waqar Haider Awan**

Advocate, Managing Partner

Mr. Waqar, a Lawyer by profession and a Human Resource Expert by interest, is the founder of and Managing Partner at CHRS Law. In addition to having more than 20 years of work experience in the field of Rule of Law, Human Rights and Policy/Law reforms, Mr Waqar has made valuable contribution to the Access to Justice in Pakistan. He has a keen interest in and actively pursues the conduction of legal trainings for the legal fraternity in Pakistan and other law-enforcement agencies.

### **Mian Mohsin Mehmood**

Advocate, Partner

Mr. Mohsin brings valuable experience, gained at reputable firms across Pakistan, to CHRS Law. As senior Advocate of the High Court, Mr. Mohsin has litigation experience across Corporate, Civil, Banking and Taxation matters. He is responsible for drafting and court related matters at CHRS Law. In addition to that, his core competencies include writing legal opinions, dealing with arbitration cases and tribunal matters.

### **Ch. Shah Muhammad**

Associate

Almost 48 years' experience as independent legal practitioner dealing with cases including criminal, civil, Income / Property Tax & corporate matters. He is a life member of Lahore Bar Association, Lahore High Court Bar Association and Supreme Court Bar Association of Pakistan. Hold excellent command over drafting / pleadings of deeds & agreements, legal cases including civil as well as criminal etc. in English and Urdu.

### **Rana Abdul Ghaffar Khan**

Associate

He has served at various impositions in the principal branches of Judiciary of Pakistan. He remained as Judge from Lower Judiciary to District and Session Judge, Judge Accountability Court and Admin Judge Accountability Court. Currently, he is serving as Chairman Complaint Redressal Cell in Sahiwal Division and an active practising lawyer of Supreme Court of Pakistan.

## Amjad Mahmood Butt

Associate

Altruistic, ethical lawyer solicitor experienced in interpreting and applying law. Articulate and persuasive litigator who willingly works within the constraints of the system to achieve justice for all parties. Special capabilities in discovering critical legal points in complex legal matters. Able to communicate clearly and concisely with people of diverse backgrounds and levels of authority. Licensed lawyer in practice in Pakistan since 1997. Admitted to Law Society of England and Wales on 1 August 2006 as Solicitor of the Supreme Court of England and Wales. Written and oral fluency in Urdu, English with the ability to read, write and speak Punjabi.

## Muhammad Aslam

Associate

Mr. Muhammad Aslam brings valuable experience, gained at reputable firms-- Afridi, Shah, Minallah; Rajwana & Rajwana across Pakistan. As senior Advocate of the High Court, he has litigation experience in Corporate, Civil, Banking and Taxation matters. He is responsible for helping drafting agreements and court related matters. In addition, his core competencies include writing legal opinions, dealing with arbitration cases and tribunal matters.

## Ghulam Mustafa Butt

Associate

Mr. Ghulam Mustafa Butt- M.A., L.L.B., D.T.L, a former Deputy Commissioner Income Tax- has extensive experience in the field of tax laws. He specializes in Civil, Family and Criminal law, Banking law, Revenue cases, and Company Law.

## Muhammad Sajid

Associate

With over a decade of experience in the legal and educational sector and as an advocate of the High Court, Mr Sajid is well versed in Taxation matters, Industrial Relations, Corporate law and Family Law. He has previously worked as a Legal Consultant, Legal Advisor and an Educationist at reputable institutions. His commitment to ensuring access to justice has resulted in him also working voluntary, in his free time, to provide outside counsel in litigation matters and resolving family disputes through out of court settlements.

## Husnain Zammar Malik

Associate

Mr Husnain has done his B.A, LLB Hons and MA from Punjab University. He carries an ample experience of practice and consultancy in the following areas of law and practice. His areas of interest include Tax Laws, Banking Laws, Multilateral Trading System, International Economic and Trade Laws, WTO Laws, Investment Laws, Corporate Law, Labour Laws

## Para-Legal Team

We have an efficient team of paralegals whose vigilance make the services of CHRS Law more productive.

## LEGAL RESOURCE CENTER

CHRS Law is passionate about making the law accessible to everyone. Our goal is to help Pakistanis find answers to their everyday legal and business questions. In order to do so, we have established a Legal Resource Center online. Our Resource Center is equipped with the latest research papers, legal articles and law journals. These resources are available for everyone to use upon request.

## SERVICE DELIVERY

CHRS Law recognises the value of efficient, effective and quality services to our clients. In seeking to provide these services, we are guided by our core values of integrity, teamwork, quality/diligence and commitment. These core values underpin our service delivery standards set out below:

### Action and delivery period

In CHRS Law we do not compromise on our quick response for action and delivery of our quality service through:

- Returning telephone calls within the same working day.
- Acknowledging receipt of emails.
- Replying to routine correspondences within two days of receipt.
- Preparation of standard form documentation within a few days of receipt of instructions

## WHERE WE EXIST

CHRS Law operates in Punjab and Khyber-Pakhtunkhwa province of Pakistan with plans to open its offices in other cities. The head office is located in Islamabad, although regional offices are located in Gilgit-Baltistan, Peshawar, Muzaffarabad, Mirpur (AJ&K), Lahore, Multan, Okara, Sahiwal, Muzaffargarh, Bahawalpur, Quetta & Karachi.





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