

# HANS OFFIA & ASSOCIATES



# HANS OFFIA & ASSOCIATES

**“Leading, Full-Service  
Law Firm that leverages  
on the creativity of its  
lawyers and its team of  
legal specialists to exceed  
client expectations”**







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# INTRODUCTION

## FIRM OVERVIEW

Hans Offia & Associates is a full service dispute resolution and commercial law firm in Abakaliki, Nigeria. We provide cutting-edge legal services to our clients across a diverse practice area spectrum. At Hans Offia & Associates, we pride ourselves for our preparedness in using broad skill sets to solving real-life problems.

At Hans Offia & Associates, a start-ups, institutional and private clients can expect a thorough, comprehensive handling of their affairs. Our clients demand only the best legal service and we provide only top-notch legal service to them, delivered by our team of legal Counsel while maintaining the deep ethical and professional standards to their work.

## GLOBAL STANDARDS, LOCAL SECTOR EXPERTISE

At Hans Offia & Associates, we have a deep, vibrant knowledge of the Nigerian Legal market. We have in-depth knowledge of extant Nigerian laws which we routinely apply in the breadth of our legal work for local and international clients who rely on our legal counsel in servicing their business needs. .





# OUR METHOD



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## UNPARALLELED EXCELLENCE

At Hans Offia & Associates pride, we pride ourselves on deploying the deepest insights and the highest level of excellence in what we bring to the service of our clients. Our heightened sense of innovation, attention to detail and fastidious legal research are all with the aim of exceeding our clients' expectations while solving complex legal problems and providing excellent legal solutions to our clients' work product.

## INNOVATION

With the ever-evolving society, we understand that the best approach to legal issues is by adopting an attitude of innovation which helps us to deploy innovative solutions to each client's legal issues. We do not believe in a one-all solution for our clients; we instead carefully dissect each given complex legal issue, with a view to deploying the best solution to win for our clients. Our will to win, coupled with our reliance on and belief in creating innovative solutions to our clients' issues, has led to significant wins in our clients' favour over the

years.

At Hans Offia & Associates, our goal is to exceed our clients' expectations by delivering only the best legal services and advisory, and to advance the commercial and business interests of our esteemed clients across various Sectors within Nigeria and within the larger pan-African business market. Our fully functional team have technical expertise which we tailor towards providing top notch legal services that cut across various practice areas. We make it our duty to understand our clients' businesses which makes it better for us to better anticipate legal issues, and thus be able to speedily proffer specifically tailored solutions to their businesses and situations in order to suit the needs of these clients.

We are dedicated to the work of our clients; we have full fidelity to our clients, we are swift to responding to the needs of our clients, and this level of dedication to the work of our clients has continuously distinguished us in the legal market, East of the Niger. As a team, the lawyers at Hans Offia & Associates fully understands the Nigerian market, with deep insights into various commercial sectors, which is based on our years of work product delivery in those areas as we steer the legal waters for our clients; performing

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various functions ranging from advisory in different sectors, to commercial due diligence, employment and other Labour-related issues, interfacing with the Government and regulatory agencies both at State and Federal levels, and beyond.

At Hans Offia & Associates, we maintain a stellar roster of clients, from thriving multinationals in diverse sectors, to medium-and-small scale companies, investors in Industry, international companies seeking to enter into Nigeria through Mergers & Acquisitions, floating of Nigerian subsidiaries and foreign direct investments (FDI), and individuals.

Our clients choose us over and over again because our lawyers at Hans Offia & Associates handle their legal issues innovatively, all done by a team of highly qualified lawyers who put only their best feet forward to meet the challenges of our clients' businesses and handle their Briefs. Our ultimate watchword is to exceed clients' expectations without fail while helping our clients to steer smoothly through business challenges and overcome all legal issues that come their way.





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# GLOBAL VIEWPOINT





# VALUE

At Hans Offia & Associates, we believe firmly in Fidelity, Professionalism, and dedication to the work of our clients all while exceeding client expectations at all levels of engagement with their Briefs.

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Lawyers at Hans Offia & Associates are known for their global political and commercial awareness. We also have an extensive network of contacts and associations we can tap into, all in a bid to provide the best transactional work for our esteemed clients. Furthermore, we proactively choose to remain at the cutting edge of global best practices and standards.

## Expert Lawyers

Our lawyers at Hans Offia & Associates are proven experts in the diverse fields of the Law which they practice. Usually, our transactional work cuts across multiple areas of Law, thus requiring multiple legal expertise, and we ensure that our clients benefit individually from each lawyer's strong points and collectively, from our team's combined expertise.

## Client Focus

Lawyers at Hans Offia & Associates services clients which ranges from registered companies, multi-national corporations with business interests in Nigeria, and thriving entrepreneurs blazing through the Nigerian commercial sector. We keep ourselves extremely well-informed

about the happenings and regulatory and legal changes in the sectors our clients work in, and this thriving insight, combined with our combined legal expertise in the provision of our legal services, allows us to swiftly and decisively offer superb legal advice to our clients for their commercial and litigation needs.





## OUR COMMERCIAL & TRANSACTION ADVISORY PRACTICE

Hans Offia & Associates is a leading adviser on corporate and commercial transactions, and the corporate & transactions advisory team at our Firm combines excellent transactional skills with specialist expertise in various areas of law. We advise Banks and other financial institutions; we advise on complex joint ventures, corporate restructuring, as well as general commercial, regulatory and governance issues.

### **Corporate & Commercial Law**

We advise our diverse range of clients on the legal structure of their intended businesses and take a journey with them into all the various aspects of their business concerns so as to ensure that our clients' companies has the proper structure for its operations.

### **Due Diligence**

We undertake due diligence searches on target companies, partnerships and individuals/companies our clients intend to do business with so as to identify all risks associated with those entities.

### **Company Secretarial Services**

Hans Offia & Associates provides business advisory services where we engage our clients to find out their needs, then help Float the best type of business entity that will be best suited for their business concerns within Nigeria. We also undertake company registrations, business name reservations and registration, and the registration of incorporated trustees of whatever cause our clients are interested in.

Hans Offia & Associates also routinely advises foreign companies seeking to enter into Nigeria; we advise on all regulatory requirements they

need to meet in order to participate as business entities within Nigeria. While engaged, we also help to register them with the appropriate regulatory bodies in Nigeria, obtain all necessary business permits, and procure their company seal and common seal which will be in our custody as their trusted secretaries as they begin operations in Nigeria.

## **Corporate Governance**

Hans Offia & Associates advises directors of companies, boards, and senior-level management executives on a full range of corporate governance matters that affect companies and these companies' leadership; from broad structuring, board members succession planning, to SEC Regulation. With our eyes on all existing regulatory bodies, we swiftly advise our clients on changing trends and industry best practices so they can stay ahead of compliance issues. We support our clients through changes in the law, changes to their stakeholders, and work with our clients through these, advising on needed updates to their company's articles of association, directors' duties to the Board and to shareholders, CAC filing requirements, shareholder consents and

voting rights, and general company law compliance in the cumbersome Nigerian company law space as regulated primarily by the Corporate Affairs Commission.

## **Regulatory Compliance**

Businesses operating in Nigeria face increasingly complex frameworks of laws and an ever evolving regulation concerning civil and regulatory risks. Since inception, Hans Offia & Associates has assisted companies that work within heavily regulated sectors of the Nigerian economy to comply with regulatory requirements. Our legal risk management and regulatory compliance lawyers conduct extensive assessments for our portfolio companies and review all records to ensure that there are no compliance loopholes. Our compliance team also works tirelessly to ensure compliance with all regulatory requirements and engage with apex regulators on matters pending with the companies in our portfolio. To ensure that we keep ahead of the curve, our lawyers at Hans Offia & Associates keeps a regularly updated database of sectors our clients work in and actively monitors all legislative developments involving our clients' businesses.

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That way, we can more proactively protect the interests of our clients by ensuring statutory compliance with extant laws, thus mitigating legal risks and exposures, thereby safeguarding the reputation of our clients. Furthermore, we constantly develop, review and revise compliance policies for our clients, including on corporate governance and anti-money laundering.





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## INDUSTRIES

Agribusiness  
Construction & Infrastructure  
Consumer & Manufactured Goods  
Energy & Natural Resources  
Financial Institutions  
Fintech  
Healthcare  
Insurance  
Manufacturing  
Private Equity  
Tech, Media & Telecomms  
Transportation



# INTELLECTUAL PROPERTY



# HANS OFFIA & ASSOCIATES

Hans Offia & Associates is a leading provider of intellectual property law services in Abakaliki, Eastern Nigeria with experienced IP Attorneys who work tirelessly to protect the intellectual property rights of both our local and international clients. Our Intellectual Property Attorneys assist our clients in the literary space, music & entertainment in making trademark filings, patents and design applications within Africa and globally. We also undertake litigation on behalf of clients seeking to protect their intellectual property and proprietary information and trade secrets used in the course of their work against infringement.

Hans Offia & Associates has filed diverse trademarks, patent, product design and copyright claims for both individuals and companies within Nigeria and foreign entities seeking local protection of their Intellectual Property within the Nigerian space. As seasoned Intellectual Property lawyers, we understand all existing laws which borders on intellectual property rights protection in a rapidly evolving landscape where Intellectual Property assumes various forms and takes different dimensions, particularly in the Digital space.

The Hans Offia & Associates' Intellectual Property team routinely carries out searches, undertakes proceedings for the enforcement of the Intellectual Property of our clients, and regularly interfaces with relevant regulatory agencies such as the National Information Technology Development Agency (NITDA), the Nigerian Copyright Commission (NCC), the Standard Organization of Nigeria (SON) and the National Agency for Food and Drug Administration and Control (NAFDAC).

## **IP SERVICES:**

### **Trademarks:**

We conduct searches, investigations, make trademark filings, process applications, drafting, reviewing and (in appropriate cases) cancelling applications. We also undertake dispute resolution and litigation for trademark infringement and other related matters incidental to trademark protection for our clients.



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## Patents:

We conduct searches, investigations, make Patent application filings, process applications, drafting, reviewing and (in appropriate cases) cancelling applications. We also undertake dispute resolution and litigation for Patent infringement and other related matters incidental to the protection of Patents owned by our clients.

In particular, Hans Offia & Associates represents companies, start-ups and major Brands and we deliver stellar services to these companies in allied areas of franchising and product distributorship agreements, and property rights licensing.

We also give commercial advice in transactions covering intellectual property rights acquisitions, royalties (calculations and payment), intellectual property rights licensing and international trade protection measures.





# LITIGATION & ARBITRATION





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## LITIGATION

We handle very complex land litigation, commercial litigation, debt recovery and matrimonial causes litigation work for our clients. From institution of actions to protect the interests of our clients, to the defence of Court cases, all through the gamut of litigation from the High Courts across Nigeria, to the various Divisions Court of Appeal, and then on to the Supreme Court of Nigeria, Abuja, we have a team that is well grounded in the nuances of courtroom litigation and we put our best feet forward.

Lawyers at Hans Offia & Associates have the primary objective to ensure that the various disputes arising out of commercial transactions, business relationships, and deals, are handled by our team of litigation lawyers, with the best outcome in mind. As Practice leaders in dispute resolution, we maintain a focus on working to protect the diverse interests of our clients even when reaching amicable settlement of disputes. We take the clients' interest to mind at all levels, and we do not hesitate to actively advise our clients to settle disputes if we feel that it would be the best possible outcome for their position.

At Hans Offia & Associates, we have a

combined over 30 years experience in handling litigation matters across various courts, up to the Nigeria Supreme Court. We understand that sometimes, it is in the clients' best interest to minimize litigation exposure unless absolutely necessary, so we utilize our dispute resolution skills to resolve disputes whether through litigation, arbitration, mediation or negotiations. Key areas of practice strength in our litigation practice are: land disputes, contractual disputes, commercial disputes, receiverships, competition, employment and labour-related issues, intellectual property, real estate disputes, financial fraud, debt recovery, insurance claims, tax disputes, product liability claims, contractual breaches claims, Wills & Probate matters, fundamental rights enforcement matters and insurance. Hans Offia & Associates' Litigation & Dispute Resolution practice in Nigeria represents the interests of Partnerships, companies, banking and other financial institutions, individuals and entrepreneurs in commercial, land and business litigation. We have secured judgments at the High Courts and appellate Courts, to the satisfaction of our clients.



## ARBITRATION

Our arbitration lawyers have a strong depth of expertise and experience in handling commercial arbitrations. We have highly specialized seniors in the field of arbitration, and their combined perspectives helps to forge a formidable arbitration team known for their ability to fight for our clients' cases passionately at whatever seat of arbitration is selected for a dispute.

We are also hands-on to help our clients post-arbitral award to ensure compliance with the arbitral award where same is uncontested, and enforcement where the arbitral award needs to be. In cases where there is need to appeal, we ensure compliance with the rules of the Arbitration & Conciliation Act to the letter. Furthermore, if and where necessary, we apply for the registration of arbitral awards as Judgments of the Courts in whatever state in Nigeria this needs to be done. We do all these to ensure ease for our clients to move on with their business transactions.



# LABOUR & EMPLOYMENT LAW





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## LABOUR & EMPLOYMENT LAW

At Hans Offia & Associates, our Labour Law & Employment solicitors act for a broad range of employers including entrepreneurs, start-ups, well established, listed companies and professional services Firms on their Employment and Industrial Relations matters. At Hans Offia & Associates, we also focus our practice on representing executives, board directors, and senior-level management personnel.

In the course of our work, we regularly build teams to deliver seamless client services to our esteemed clients, for example in matters that require in the involvement of Hans Offia & Associates lawyers' corporate & commercial, regulatory and even dispute resolution teams in one client Brief.

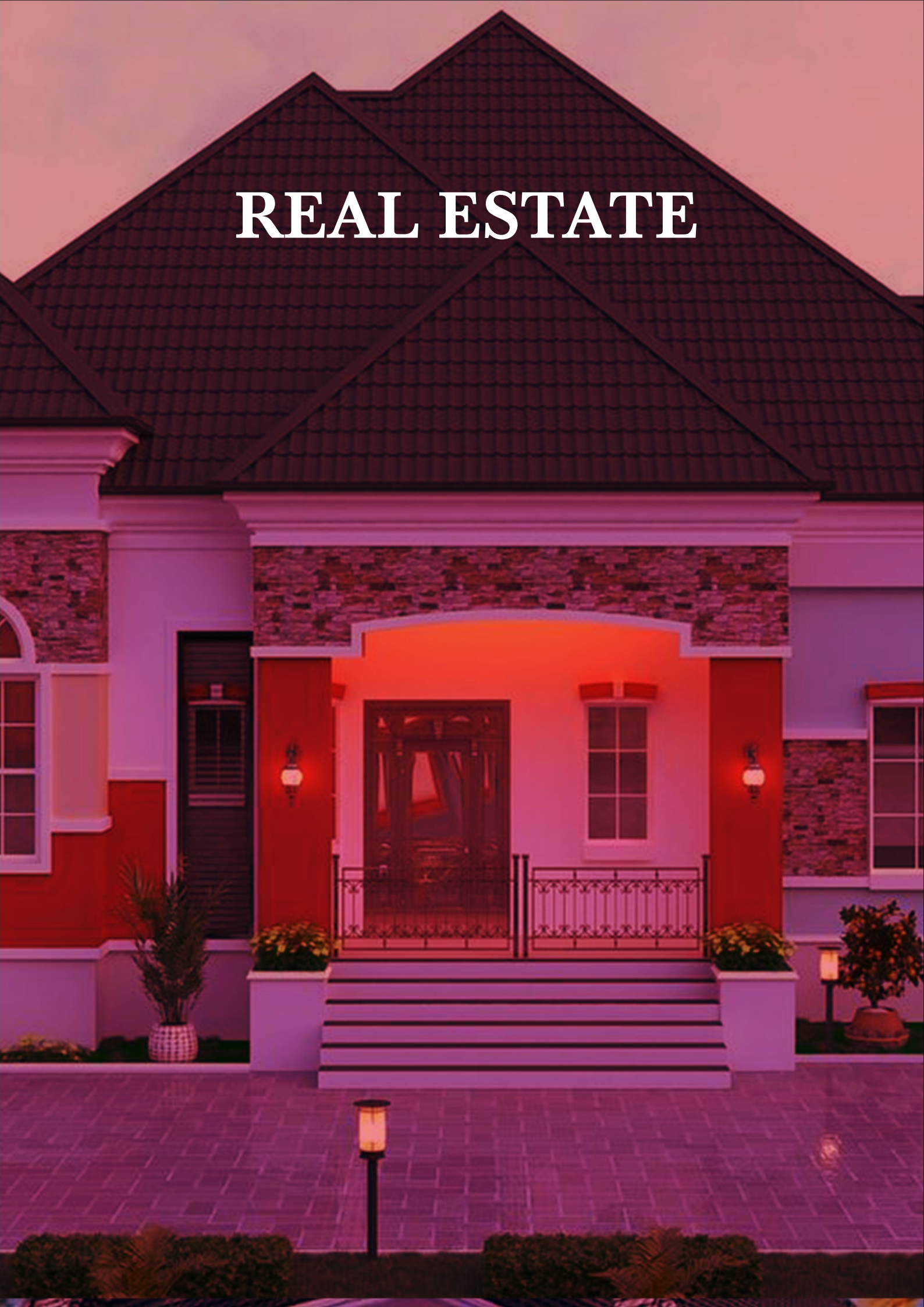
We routinely advise our clients on issues that borders on staff employment, creating employment and end-of-employment contracts, developing Non-Disclosure Agreements, negotiating the employment and retainer of senior-level staff, getting involved in employment-related disputes between

employers and employees. We also advise on employee acquisitions and retainerships, working across different sectors of Nigeria's business economy.





# REAL ESTATE



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Hans Offia & Associates provides legal services for those that work in Property and commercial real estate. Our real estate practice specializes in all aspects of real estate law with particular emphasis and interest in real estate developments and real estate transactions documentation. Due to sharp decline in purchasing value, incredible inflation, and rising interest in high-end Real Estate investment and transactions across Nigeria, we routinely advise our clients on all aspects of real estate transactions, from real estate due diligence and searches at the Land Registries across Nigeria to investigate seller title, through acquisition and perfection of title documents, then developments. We provide an extremely efficient real estate service, match and exceed clients' expectations while helping them navigate complex Equity and Debt-backed Real Estate transactions.

## **Commercial Property Deals & Documentation**

Drafting of all types and forms of Property Agreements relating to property development, and these include acquisitions, development, leasing, tenancy, subscription, as well as title documents preparation, registration and perfection at Land Registries across Nigeria.

## **Conveyancing**

Hans Offia & Associates does very intricate property conveyancing work for our real estate clients, including the opening of land registers for real estate companies which owns estates with numerous buyers of plots of land, wherein the company holds the global certificate of occupancy for the entire acreage. We also provide

## **Property Litigation & Dispute Resolution**

As a very strong dispute resolution law firm, lawyers at Hans Offia & Associates handles major property and land and other related litigation for high net worth individual clients, communities, companies and banks. We are bulldogs who slug it out with opposing counsel and we put our best feet forward in order to win our cases, and fight for our clients from the High Courts to the Supreme Court of Nigeria. We are proud of our track record in securing wins for our clients at different stages of the litigation process.



# TAXATION





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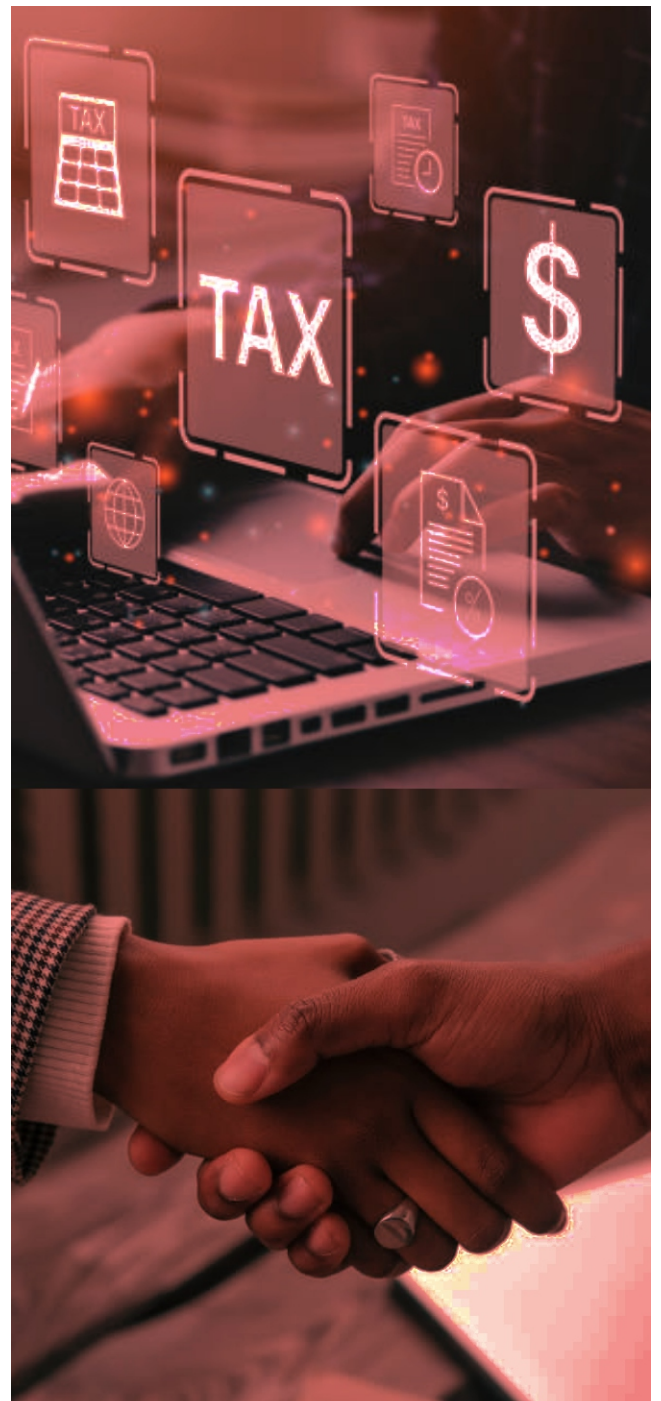
## TAXATION

Our Tax Law team at Hans Offia & Associates has represented top-tier Firms and global clients in tax litigation and we have routinely advised on Tax-related issues to numerous companies and employees on their tax obligations and tax assessments by Tax authorities.

Our seasoned Tax advisory experts at Hans Offia & Associates ensure that we add significant value to our clients' key operations by providing legal counsel and tax advisory services on the tax related aspects of their businesses in a range of complex, high-value commercial, business and property transactions. We also advise them on general tax matters and changing Tax regimes and Regulations across Nigeria. The Tax practice group at Hans Offia & Associates, while working from our law offices in Abakaliki, are like seasoned gatekeepers that bars tax non-compliance. We also ensure that we do not miss the smallest details for our clients which range from thriving, vibrant start-ups, to companies, to multinational companies with cross-border functionality.

We have considerable experience working with tax authorities in Abakaliki and at the Federal level, and we leverage on that know-how, which we then couple with our extensive years of

experience handling our clients' tax matters, to minimize our clients' exposure and liability.





**KELECHI  
IHUNANYA AMADI**

## **PARTNERS**

### **MANAGING PARTNER**

Kelechi Ihunanya Amadi heads the Firm's Intellectual Property, Corporate Governance & Regulatory Compliance, Corporate & Commercial Law and Taxation practice groups. Amadi has several years of practice experience handling dispute resolution and corporate matters for clients. As the chairing head of the Firm's corporate-leaning practice groups, Amadi has represented both local and international clients within Nigeria and internationally. She has advised companies, commercial banks, and developers on high-value projects in different sectors. The larger African continent is a particular focus and has worked on pan-African transactions.

As an academic scholar and researcher, Amadi has delivered a lecture at the Lakehead University, a public research university in Canada, unknotting complex legal concepts. She has also worked with international research organizations particularly on delivering research material on Nigerian Laws

**T: +2347031309028**

**E: [kelechi.amadi@hansofficiallawfirm.com](mailto:kelechi.amadi@hansofficiallawfirm.com)**



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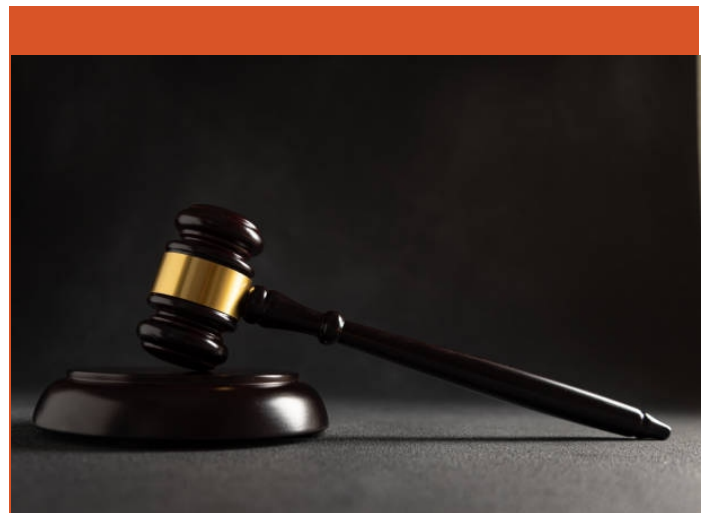
**HANS SONI OFFIA**

## **SENIOR PARTNER**

Hans Soni Offia is the senior partner of the Firm and heads the Firm's Litigation & Dispute Resolution, Property & Real Estate practice groups. He has a far-ranging practice area expertise which includes: commercial litigation, land litigation, tax, and alternative dispute resolution. He focuses on advising multinationals, owner-managed businesses, individuals and corporate entities in relation to large-scale commercial Projects, investments and acquisitions across Construction & Real Estate, Banking & Finance and Power sectors.

**T: +2348033389055**

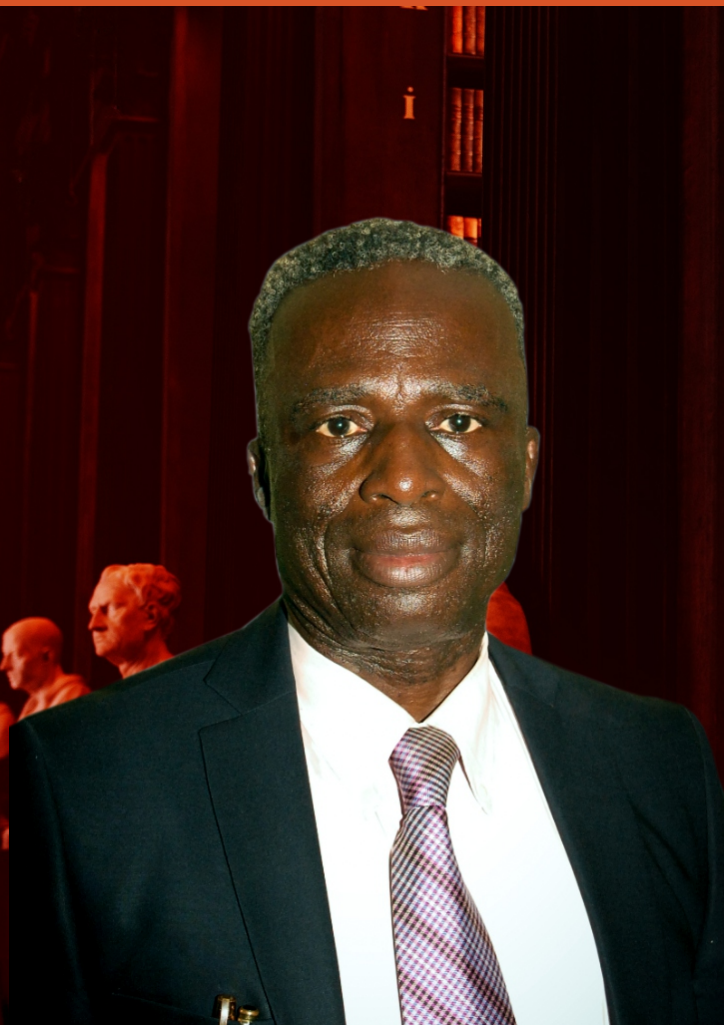
**E: [hans.offia@hansoffialawfirm.com](mailto:hans.offia@hansoffialawfirm.com)**





**“ We put only  
the best foot  
forward for  
our clients  
and fight  
their battles  
with dogged  
determination ”**

**Kelechi Ihunanya Amadi**



**“ We leverage on  
the combined  
experience A.K.A  
workforce to  
deliver only the  
best, tailored  
services to our  
Institutional  
and Individual  
clients. ”**

**Hans Soni Offia**





## Office Address

1<sup>st</sup> Floor,  
1C, Udemezue Street, P. O. Box 902  
Abakaliki, Nigeria.

+2348033389055

+2348074127351

## Email Address

[hansoffiaassociatelaw@gmail.com](mailto:hansoffiaassociatelaw@gmail.com)

[info@hansoffialawfirm.com](mailto:info@hansoffialawfirm.com)

[www.hansoffialawfirm.com](http://www.hansoffialawfirm.com)

## Send us a Message

At Hans Offia & Associates, we provide answers to your pressing legal questions. Our aim is to ease your legal concerns and work you through the best available solution for your situation. We have a dedicated team of lawyers, with over 35 years of combined legal services experience to provide you with all the information you need. We look forward to hear from you.