

Case Study on:

KLC
law firm



Country Representative

European Business Awards 2011

Country Representative - Greece
KLC Law Firm

● **European**
○ **Business**
○ **Awards™**

KLC Law Firm

Keeping a High Profile

Words from the Judges

“Strategic acquisitions have created a full service law firm with expertise in key growth sectors.”



KLC Law Firm was established in 2000 when three reputed and long-established law offices merged into a new corporate entity. The new firm quickly grew and today is one of the largest and most successful law firms in Greece.

It is KLC's continued growth and impressive profit margins, as well as its high-profile national and international cases that have led the European Business Awards 2011 to select KLC Law Firm as one of only 10 Country Representatives from Greece.

KLC believes its success can be attributed to its focus in three main areas; quality of service, strategic international expansion and investment in human resources.

It was a conscious business decision for the company to focus on the high-end of the market, initially providing unbeatable legal services to major Greek and multinational firms on high-profile projects within the country and abroad, working on many more international projects. In addition has a strong track record in projects funded by international organizations. This part of the business has been further strengthened and consolidated through the set-up of a dedicated Department of International Projects.

“Our advisory work on high-profile institutional projects, funded by the European Commission and other International Financial Institutions has become one of our fastest growth areas.” Thanos Karvelis, Deputy Managing Director, KLC Law Firm

KLC has been involved in some extremely high-profile international projects offering legal advice and project management services in fields including energy, transport, capacity building, trade facilitation and investment. The firm has recently worked on two prominent assignments, one involving the harmonisation of road transportation between 11 former Soviet states, where KLC mediated in negotiations and drafted a multilateral international agreement; the other, working for the European Commission to draft an agreement between Greece and Turkey regarding a gas pipeline connecting the two countries.

Following a merger in 2002, with Th. Lamnides & Associates, KLC has experienced rapid growth in the energy sector and is now the undisputed number one in this sector in Greece. The company is the industry leader, even when compared to large international firms such as Simmons & Simmons, Clifford Chance or Freshfields.

“It was Thomas Lamnides’ vast experience and recognition in the energy sector that enabled KLC to make inroads into this highly specialised market. We regularly work as part of a consortium with other expert energy consultants on ground-breaking projects including those focused on the transportation of energy. We recently advised on the controversial gas pipeline agreement between Russia and the Ukraine.”

Another merger in 2006, with Professor Yiannis Z. Drossos & Associates led to KLC strengthening its offering in the areas of public and constitutional law. A well respected academic and public law expert Professor Drossos is a great asset to the KLC team, bringing in high-profile Greek public law cases including cases of constitutional rights. On a personal level, Professor Drossos has been an advisor during the recent changes in the Greek government.

“Always a full-service law firm, KLC has used strategic acquisitions to enhance its specialisations, including those in the public sector, international business and energy law.”

The extensive international practice and increasing involvement of KLC in projects and multi-jurisdictional business agreements has prompted the opening of a number of international offices including Brussels (2004), Bucharest (2004) and Sofia (2005). The company is planning further expansion and is currently exploring collaborations with other law offices to form a network in Eastern Europe, Asia and eventually India. KLC is also looking to establish a presence in the Gulf region where it is regularly advising construction companies and contractors.

“Now one of the largest and most successful legal firms in Greece, KLC was founded in 2000 when three successful legal practices decided to pool their experience and prestige creating a new type of legal practice with no precedent in Greece. The aim was to provide an effective, integrated, high-quality legal services business. A successful track record of landmark cases for major Greek and multinational clients has provided the foundation on which the continuing success of this highly professional practice has been built.”

Phil Forrest, Chairman of Judges, European Business Awards 2011



Looking to the Future...

Following steady business growth since launch, KLC has achieved strong financial results in the past three years despite the Greek financial crisis and the global economic downturn. The company maintains a positive financial outlook for the future believing that it now has the expertise in growth areas that will weather the financial storm, in particular energy, dispute resolution and social law.

KLC Law Firm's employees are extremely important to the business. When KLC was first established, the three founder members had a vision of how they wanted to run the business. Turning their backs on the hierarchical traditions of other established law firms, they wanted to open up the business to the people that worked there, allowing them a voice in any decision making and giving all staff an equal opportunity to become a partner and to shape the future of the company.

As the company's growth continues, partners will see their equity increase and other employees will be promoted and become partners. This structure enables KLC to attract some of the most promising young lawyers, who can see a career path and an exciting future at the company.

“We have a corporate approach in our work and are unique in our structure. Unlike almost all other law firms that are run by just one or two senior partners, we currently have 12 equal partners, each with an opportunity to grow and make decisions. In future years, we expect the number of partners to increase as more highly-skilled and dedicated legal professionals join our team.”

The company expects to grow in three core areas, the first is its domestic activity within Greece especially in the field of social law; the second is its international legal work either as an individual representative or as part of an expert consortium and the third is its business consultancy services, where KLC operates as a mediator or advisor on increasingly complex multilateral agreements. At this time, the Department of International Projects is operating primarily in Europe but, looking to the future, the team aims to bring in increasingly international projects.



"In 2000, three of Greece's leading lawyers had a vision to bring a different kind of law firm to the country; one that turned tradition on its head and gave young lawyers opportunities that they had never had before. There were many raised eyebrows and a lack of understanding in the industry but KLC never wavered from its innovative path. It is recognition such as this Country Representative accolade from the European Business Awards that makes us proud of our commitment and even prouder of our achievements. This is a real honour for the business, for our founders and also for all our staff."



Thanos Karvelis
Deputy Managing Partner, KLC Law Firm

About KLC Law Firm

KLC, one of the largest legal firms in Greece, was founded in 2000 when three successful legal practices -founded and headed by Professor G.D. Kallimopoulos, Kostas Loukopoulos and Professor Aristides Chiotellis respectively- decided to pool their experience.

In 2002, the company merged with another successful law practice, Th. Lamnides & Associates. This merger established KLC's presence in Europe, in particular increasing its activities in South East Europe and the former Soviet Union countries. This merger also brought expertise in Energy law into the practice and has enabled KLC to become one of the most successful and significant European law practices operating in the energy sector today.

KLC's activities in Europe and its active participation in projects and intra-state agreements in the fields of energy, transportation, trade, investments and bank take-overs/mergers led to the opening of the firm's Brussels (2004), Bucharest (2004) and Sofia (2005) offices.

In June 2006, KLC merged with Professor Yiannis Z. Drossos & Associates with a view to responding even more fully to its clients' needs, especially in the field of public law.

Unique in Greece, KLC has twelve partners, each with no more than a 15% equity stake in the business. This open system gives each partner the opportunity to grow and develop within the firm and gives all employees a career path to follow. The company is run on collective decision-making rather than autocratic leadership, with no controlling share for the senior partners.

About the European Business Awards

Since 2007, the European Business Awards programme has been shining a light on the most pioneering businesses on the continent by promoting excellence, best practice and innovation in the European business community. The awards programme recognises excellence in all disciplines of business including individual business functions. Last year entrants ranged from fish farming organisations to renewable energy firms. Together they had a combined turnover greater than €1 trillion Euros (8.23% of EU GDP) and employed over 2.7 million people between them.

Businesses from over 30 European territories entered the Awards. The competition for is fierce with many of the Europe's most established brands being represented. Entrants are judged by a panel of experts in their fields who bring experience, business acumen and understanding to the board.

Country Representatives are deemed by the judges to represent the very best companies in each territory. In 2011, the standard was particularly high, with the programme engaging with over 15,000 companies in the initial stages.

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