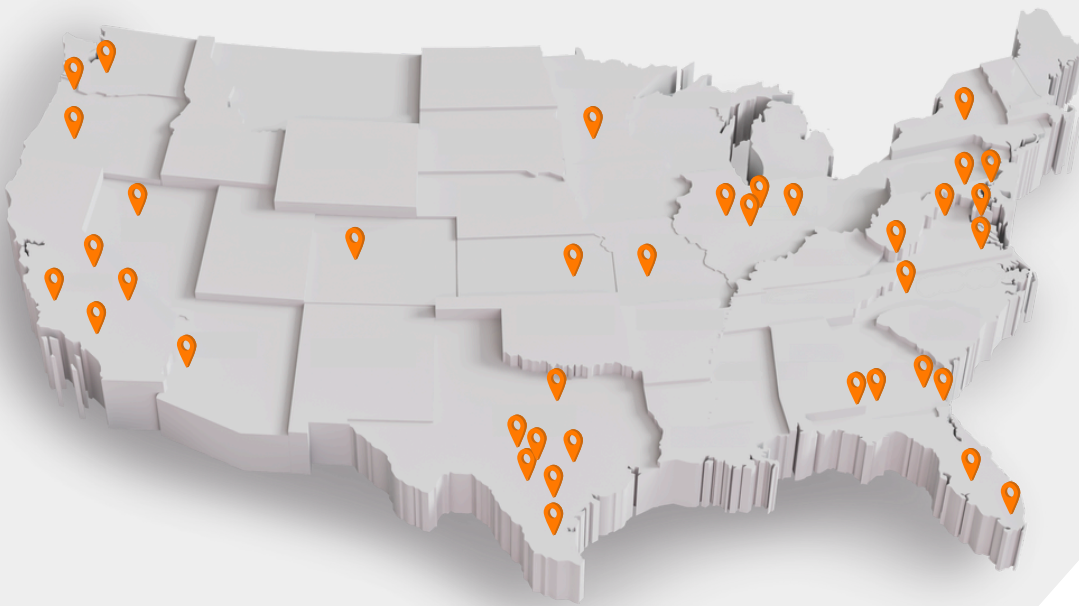




Santiago Mediano Abogados

US Legal Gateway

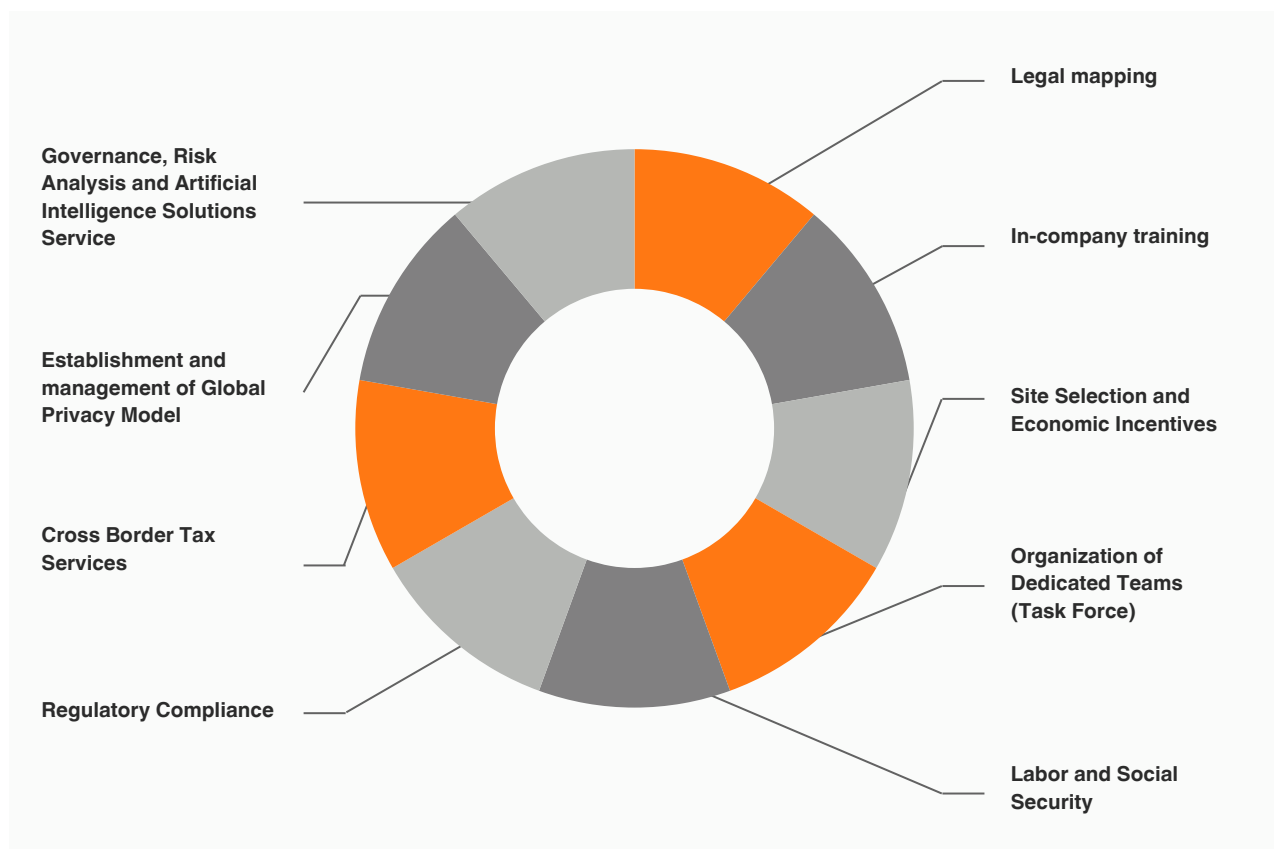




The U.S. market is a great opportunity for international expansion for Spanish companies, thanks to its size, dynamism and economic stability. It is a key trading partner and a priority destination for direct investment in sectors such as technology, renewable energy, infrastructure and agribusiness. However, operating in the U.S. involves significant legal and regulatory challenges due to its complex federal, state and local legal system. Issues such as taxation, contracts, data protection and industry regulations can be barriers if not properly managed.

To address this, Santiago Mediano Abogados offers "US Legal Gateway", a comprehensive legal service for companies expanding or consolidating in the U.S. From initial planning to ongoing regulatory compliance, the service ensures a structured and secure itinerary. With a collaborative local-global approach, it combines the expertise of specialized teams in each state to minimize risks and maximize opportunities in the U.S. market.

Services.





LEGAL MAPPING

Legal Mapping identifies, analyzes and documents legal obligations applicable to companies or projects at the federal, national and international levels. We create general or detailed legal maps of the legal environment, tailored to the client's needs, to provide a global or specific view of the areas of interest. In addition, we enrich the analysis with interactive question and answer (Q&A) sessions.



IN-COMPANY TRAINING

We design training sessions customized to the specific needs of each company and specifically targeted to our clients' legal teams. Our main objective with these sessions is to provide a clear and detailed understanding of the various challenges that arise in the complex U.S. legal environment, facilitating informed and strategic decision-making.



SITE SELECTION

We offer comprehensive support to companies seeking to expand, relocate or consolidate projects in the U.S. Our Site Selection service identifies strategic locations with attractive financial incentives, promoting business development. It includes analysis of regulatory, permitting, zoning and tax requirements, as well as evaluation of costs, taxes and subsidies, maximizing economic incentives and adapting to the specific needs of each project.



TASK FORCE

The Task Force service is based on the creation of highly specialized multidisciplinary teams to manage complex legal projects. Our experts cover key areas such as Corporate Law, M&A, Taxation, Immigration, Food, Import/Export, Intellectual Property and Privacy. We assemble customized teams of renowned professionals, selected for their expertise and proximity, guaranteeing effective solutions tailored to each client's needs.



COMPLIANCE

We extend regulatory compliance models to our clients' U.S. subsidiaries, strengthening corporate integrity and ensuring legal compliance across their operations. We investigate legal and reputational risks through KYC databases, AML and sanctions lists, implementing tailored governance practices to identify and mitigate potential impacts, ensuring operations aligned with U.S. regulations.



LABOR AND SOCIAL SECURITY

We offer comprehensive labor and social security advice for Spanish companies in the U.S., ensuring regulatory compliance, efficiency and talent mobility. Our services include Expatriation Framework Agreements, compensation systems, coordinated legal advice, conflict management, and Spain-U.S. Bilateral Agreement procedures.



TAX SERVICE

This service supports Spanish companies expanding operations in the U.S., ensuring tax compliance and tax optimization. We offer international tax planning, efficient structures, double taxation strategies and tax residency analysis. It includes regulatory compliance, tax returns, IRS/AEAT assistance, withholding, international payments and transfer pricing management in intra-group transactions.



PRIVACY SERVICE

Our global privacy service helps international companies establish optimized privacy models as a strategic asset. We design global systems aligned with corporate objectives and applicable legislation, and provide ongoing local advice to address specific needs in each territory. This approach combines global governance and day-to-day support on privacy issues.



ARTIFICIAL INTELLIGENCE SERVICE

We help companies implement a comprehensive AI governance model that maximizes the responsible and sustainable use of technology solutions. We design robust systems aligned with corporate objectives, manage risks and ensure regulatory compliance. We offer continuous operational support, tailored to each region or sector, to optimize the implementation and management of artificial intelligence solutions.

Team.



Gregory Bergman

BDG Law Group, South California
Litigation



Lorraine Cavatio

Sandberg Phoenix, Illinois
Trust Administration



David Gevertz

Baker Donelson, Georgia
Labor & Employment



Javier Berrocal

Santiago Mediano Abogados, Madrid
Corporate / M&A



Thomas Durkin

Gesmer Updegrove, Massachusetts
Corporate / M&A



Steven Hall

Baker Donelson, Georgia
Litigation



Severin Carlson

Kaempfer Crowell, Nevada
Energy



Ron C. Finley

Hoge Fenton, California
IP / Privacy & Data Security



Douglas A. Hanson

Kelleher + Holland, Illinois
Real Estate



Chris Cooke

Santiago Mediano Abogados, Madrid
Corporate / M&A



Daniel Foster

Foster Graham Milstein & Calisher,
Colorado
Insurance



George Hunter

Santiago Mediano Abogados, Madrid
Corporate / M&A



Santiago Ilundain

Santiago Mediano Abogados, Madrid
Entertainment



Pablo S. Quesada

SMGQ Law, Florida
Corporate / Retail/ Hospitality



Angela Stephens

Bose McKinney & Evans, Indiana
Real Estate



Aaron Kriss

Gesmer Updegrave, Massachusetts
Tax



John Scheef

Scheef & Stone, Texas
Corporate Construction / Real Estate



Guillem Valencia

Santiago Mediano Abogados, Madrid
Technology/ Privacy / IA



Santiago Mediano

Santiago Mediano Abogados, Madrid
IP & AI



Sblend Sblendorio

Hoge Fenton, North California
Agriculture/ Food & Beverage



Chad Walker

Bose McKinney & Evans, Indiana
Real Estate and Corporate



Dallas M. Mosier

Gesmer Updegrave, Massachusetts
Technology/ Privacy / IA



Lee Smith

Baker Donelson, Washington, D.C
International Trade



Brantley Wright

Bose McKinney & Evans, National
Site Selection & Incentives



Gregory Hahn

Bose McKinney & Evans, Indianapolis
Corporate and Litigation

