

Samir Latif, PhD

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P R O F E S S I O N A L P R O F I L E

Skilled attorney with a background in economics and providing analysis, guidance, advice and counsel in the areas of business law, corporate governance, financial markets, energy, market access and corporate enterprise restructuring.

KEY QUALIFICATIONS

Samir Latif has more than 25 years of experience in business environment reform, business law, management and public/private sector capacity building in Macedonia. Twenty of these have been in senior management positions.

In the past 22 years, Samir Latif has worked in progressively senior positions on various USAID projects dealing with business, economic, energy, legal and financial issues. He has been intimately involved in the processes that have led to reforms and progressive changes in the legislative and institutional framework in Macedonia. Subject areas of reform have included company, securities, bankruptcy, business registration/one-stop shop laws, energy, public procurement and related systems implementation, as well ADR, intellectual property, court and judicial restructuring; and NGO and SRO development including the development of their professional standards and codes. He has also assisted in and coordinated the completion of Commercial Law and Institutional Reform (CLIR) and Business Climate Legal and Institutional Reform (BizCLIR) assessments that assist in benchmarking Macedonia's legal and institutional reform progress.

Mr. Latif has been with a reputation of an active initiator and facilitator of activities that supported a dialogue at the national and local levels between the public and private sector. The Corporate Governance Council, or the CSR National Coordinative Body are just some of the forums initiated by Mr. Latif that served as a platform where issues related to different aspects of the business environment in the country are being raised and discussed. The outcomes of these forums very

often resulted in proposing changes to the applicable legislation and procedures that are aimed at improving the overall business environment, and ease the doing business in the country. Mr. Latif has also been extensively involved in the implementation of the legislative and institutional reforms through the design and implementation of intensive training and education programs. He has been involved in over 1.000 events that fall under the headings of targeted training, training the trainers, public and technical education and public hearings. His is now sought after to organize and participate in ongoing training initiatives including conferences (domestic, regional and international), workshops and seminars, and post-graduate teaching. Recipients of these efforts have included judges, managers, lawyers, bankruptcy trustees, graduate level university students and notaries and have included both public and private sector institutions (SEC, MSE, MLA, Brokers Association, municipality representatives, etc.). He has been a key player in establishing pilot enterprise programs meant to bolster the skillset of Macedonian managers in the area of corporate governance and corporate social responsibility.

As part of his role in USAID projects, Mr. Latif has coordinated donor efforts with other multilateral and bilateral donor institutions. He has also provided technical assessments on EU approximation and compliance issues across the broad array of legal subject areas within which he has provided advice. In his current and previous positions he has had supervisory and managerial responsibilities within the project team and as part of the broader project implementation initiatives.

E X P E R I E N C E

USAID Clean Energy Investment (CEI) Project

February 2013 - Present

Implemented by Winrock International
Skopje, Macedonia

Director (Chief of Party) of the Project

Winrock International is implementing the **Macedonia Clean Energy Investment Project**, funded by USAID (LED CEI Project). CEI project will support the country's energy security and improve climate mitigation and resilience by providing technical assistance to (1) streamline energy project development and investment processes, (2) establish low emissions development planning processes, and (3) Donor Coordination. These activities will have a positive outcome on investment in renewable energy projects; energy availability; climate mitigation and resilience; increased capacity for low emissions development; and diversification of energy sources.

- Provide overall technical leadership and administrative oversight in order to achieve the results of the program.
- Oversee and responsible for financial and administrative aspects of the project including managing the budget.
- Provide supervision, support, and direction to long- and short-term staff.
- Administer the project's financial oversight and procedures, ensuring compliance with established Winrock accounting principles and USAID regulations.

- Monitor program indicators, evaluate program results and make recommendations for improvement in program implementation.
- Analyze project impact and challenges to adaptively manage the project to meet or exceed results.
- Ensure women and marginalized groups are beneficiaries of the project.
- Prepare annual work plans and progress reports, and monitor the implementation of these plans. Prepare and submit quarterly reports on progress of activities and achievement of program results to USAID.
- Interact directly and on a regular basis with USAID and other stakeholders.
- Participate in regular field visits to the project areas to assure project progress towards activity objectives and goals.
- Coordinate and communicate on a regular basis with Winrock's Home Office.
- Manage relationships with complementary USAID and donor projects.
- Represent Winrock at meetings and events as required and keep HQ informed regarding new opportunities in the country and region.

Institute of Directors – Macedonia
Skopje, Macedonia

May 2013 - Present

President of the Board of Directors

As a unique Professional Association in Macedonia, the Institute of Directors is dedicated to creating a positive impact on the economy and the society by promoting professional directorship and good governance. In the focus of their activities is to support Boards of Directors and Supervisory Boards to add value to their strategic decisions.

University American College Skopje
Skopje, Macedonia

September 2006 - Present

Visiting Professor

Teaching Business Ethics and Corporate Governance on the MBA/postgraduate studies, in English. Sixteen groups taught so far, last group/generation in December 2016/January 2017

The University American College Skopje (UACS) was established in 2005 as one of the few private independent universities in the Republic of Macedonia. The University is an institution for higher education that combines the best of American and European educational experiences. UACS offers American efficiency through carefully designed curricula, current professional literature and case studies from distinguished authors, as well as implementing the "American Way".

Herbert Smith LLP - London, UK based global law firm**November 2011 – May 2012**

Legal expert/consultant

Was hired as a legal consultant by Herbert Smith LLP and as a part of an international team provided legal advices in the process **TARBS EUROPE S.A. (Claimant) v 1) Republic of Macedonia, 2) Ministry of Transport and Communications of the Republic of Macedonia, 3) JP Makedonska Radio-Televizija, 4) JP Makedonska Radiodifuzija (Defendants)** in front of the Commercial Court of the Royal Courts of Justice in London, with 72 million Euros alleged value of the case.

Legal advices were provided in written (expert reports), as well in oral form involving public procurement, ownership, broadcasting and other issues from the Macedonian legislation concerning the above mentioned Case.

USAID Investment Development and Export Advancement Support (IDEAS) Project

Implemented by Booz Allen Hamilton

April 2011 – January 2012

Skopje, Macedonia

Team Leader of the “Reformiko” team - Contractor for the Public Procurement Component outsourced by the Project

- The **USAID Investment Development and Export Advancement Support Project**, launched in December 2010, is a four year project implemented by Booz Allen Hamilton Inc. The Project’s overall objective is to improve the business environment, increase domestic investment, attract more foreign direct investment and promote increased export of Macedonian products. More specifically, the project focuses on industrial policy implementation, improving domestic and foreign investment procedures, supporting a comprehensive and effective export promotion strategy, continue to support improvements in the public procurement capacity; and further strengthening the public private dialogue.

Team Leader responsible for the implementation of the Public Procurement Component of the IDEAS Project that provide support and perform activities which involved:

- ◆ Improvement of the status of Public Procurement Bureau (PPB) by providing recommendations based on EU and regional best practices
- ◆ Improvement of the capacity of PPB through various activities and introduction of an ISO standard
- ◆ Active participation in the drafting and advocating for required legislative amendments and alignment of the law
- ◆ Strengthening the Public Procurement profession by conducting reviews and making recommendations for the improvement of training programs and by introducing mandatory certification
- ◆ Increasing the usage of the e-procurement system for conducting PPs and increasing awareness of procurement experts and the general public about the overall public procurement process
- ◆ Project management responsibilities
- ◆ Preparation of the scopes of work for each task, along with interventions, expected results, and performance indicators
- ◆ Orchestration and managing of activities
- ◆ Technical oversight of interventions and results, and quality assurance on work products

USAID Business Environment Activity

October 2006 – December 2010

Implemented by Booz Allen Hamilton

Skopje, Macedonia

Senior Legal Advisor, Position - Head of task B (Legal and Regulatory Framework) and task C (Public Capital Investment and Decentralization)

- The **Business Environment Activity** was a project funded by the USAID and implemented by Booz Allen Hamilton. The goal of the project was to assist the enhancement of the business environment and investment conditions. The Project operated in five areas: (A) dialogue between the state and the private sector and trade facilitation, (B) improving the legal and regulatory framework, (C) improving the market of financial services and support to the decentralization process, (D) restructuring of the labor market and (E) support to relevant local experts and non-government organizations.

- ◆ Senior member of the management team of the project
- ◆ Project management responsibilities
- ◆ Prepared the scope of work for each task, along with interventions, expected results, and performance indicators
- ◆ Orchestrated and managed activities, as well supervising and mentoring staff
- ◆ Technical oversight of interventions and results, and quality assurance on work products
- ◆ Led cross-functional teams on key projects
- ◆ Cooperation and coordination with other multilateral and bilateral donor institutions - WB, IFC, EU, GTZ, USAID projects (especially E-gov, MLGA, Competitiveness and Plastic Recycling project)
- ◆ Active/intensive communication and cooperation with the counterparts in:
 - Public sector (MOE, MOF, MOJ, MOTC, MOESP, PPB, NBRM, SEC, Cadastre, Central Register, Local Government Authorities etc.),
 - Private sector (all 4 Chambers of Commerce, Chamber of Bankruptcy Trustees, Business Associations, certain companies, etc.),
 - NGO sector (CSR National Coordinative Body, Macedonian Lawyers Association, Consumer Protection Association, etc.) and
 - SRO (Macedonian Stock Exchange and Central Depository of Securities), as well
 - The Judiciary (Courts in all three instances, Public Prosecution Office, Lawyers, and Judges and Prosecutors Academy)
- ◆ Leading role in the technical support (policy formulation and implementation, as well institution strengthening) provided to the public, private and NGO sector in the areas of:
 - Public Procurement - one of the drafters of the latest PP law, as well one of the main initiators and leaders of the processes that led to training and certification process (that should become mandatory in the near future) and establishment of the PP Training Center; involved in the design of the curriculum and conducted training of trainers for the 1 out of 4 training modules completed in November 2009.

- Corporate Governance/Company Law - leading role in introducing and implementation of the best CG practices in conjunction with the SEC, MSE, MOE and the private sector and co-author of the CG Manual (2008); One of the initiators/legal advisor in the process of establishment of the Macedonian National Coordinative Body on CSR; Participated in the development and preparation of the “Program for stimulation of investments in the Republic of Macedonia 2007 - 2010”
 - Securities Law - participated in the processes that resulted in legislative changes that provided new role for the main players in the Capital Market, better protection of investors and more transparent and accountable operation of the companies
 - Bankruptcy Law – right after adoption of the law, led (in conjunction with the MOE) the heavy training process for the most concerned stakeholders; was one of the leaders of the process (led by the MOE) of training and licensing of the Bankruptcy Trustees and establishment (for the first time in Macedonia) of the Chamber of the Bankruptcy Trustees; participated in the review and analysis made concerning land (managing and ownership), especially the laws on Construction, Construction land, Agriculture land and legal framework for planning and permitting of construction land, as these laws were one of the main obstacles for implementation of the Bankruptcy law
 - Other laws, regulations and policy formulation in the finance, energy and other areas, governing business climate
- ◆ Participated in the preparation (in different roles) of all CLIR/BizCLIR reports. Was the main advisor and coordinated the efforts of preparing the latest BizCLIR report (2008)

**USAID Macedonia Corporate Governance
and Company Law Project**

February 2003 – February 2006

Implemented by Deloitte Touche Tohmatsu

Skopje, Macedonia

Senior Legal Advisor and Corporate Governance Specialist

- **The Corporate Governance and Company Law Project** was implemented by Deloitte Touche Tohmatsu and was a part of USAID's overall strategy in Macedonia to help the private sector in its development. The Project's mandate was both focused and broad. It was in Macedonia to assist in the implementation of the company law. And it was in the country to help companies improve their standards of corporate governance.

The three-year project was working with a wide range of Macedonian counterparts in both the public and private sector to:

- promote good corporate governance;
- provide technical training in business and legal topics; and
- facilitate the implementation and improvement of Macedonia's company law and other commercial laws.

- ◆ Senior member of the management team of the project
- ◆ Project management responsibilities
- ◆ Responsible for developing new policies and procedures as necessary

- ◆ Supervising responsibilities
- ◆ Led cross-functional teams on key projects
- ◆ Developed a public private dialogue strategy that led to a modernized Company Law/Corporate Governance and Bankruptcy framework, bringing Macedonia's legal system closer to OECD and EU standards.
- ◆ In charge of the technical training in business and legal topics (company law, corporate governance, bankruptcy, ADR, etc.)
- ◆ Member of the drafting committee working on the new Company Law that was passed in May 2004
- ◆ Member of the 5-member drafting committee working on the new corporate governance code
- ◆ Member of the drafting committee working on the latest Bankruptcy Law – besides issues concerning bankruptcy, participated in the review and analysis made concerning land (managing and ownership), especially the laws on Construction, Construction land, Agriculture land and legal framework for planning and permitting of construction land with the reps. from the MOTC and the Cadastre, as these laws were one of the main obstacles for implementation of the Bankruptcy law
- ◆ Member of the drafting committee working on the new registration and one-stop shop law and main liaison with FIAS-World Bank Group, IMF and the EU on this issue
- ◆ Supervised a team of experts to modernize the Company Law and Corporate Governance framework in close cooperation with the Macedonian Ministry of Economy, the EU, other international technical assistance providers in Macedonia and other stakeholders in Macedonia.

**American Bar Association/
Central and East European Law Initiative (CEELI)**

September 2000 – February 2003

Skopje, Macedonia

Director of the Commercial Law project/Foreign Legal Counsel

- CEELI was a public service project of the American Bar Association designed to advance the rule of law in the world by supporting legal reform in Central and Eastern Europe and the new independent states of the Former Soviet Union. Through its work, CEELI helped to build the legal infrastructure that is indispensable to strong, self-supporting, democratic, free market systems. CEELI provided assistance to government ministries, judges, lawyers, law faculties and non-governmental organizations in 23 countries throughout the region.

- ◆ Head of the Commercial Law and Corporate Governance Project at CEELI in Macedonia
- ◆ Project management responsibilities
- ◆ Responsible for developing new policies and procedures as necessary
- ◆ Supervising responsibilities
- ◆ Chairman of the committee that drafted the 2002 Company Law
- ◆ Developed a training and educational program in the Company Law and Corporate Governance area
- ◆ Developed a training and educational program in the Bankruptcy area

- ◆ Developed a training and educational program in the Intellectual Property area
- ◆ Developed a training and educational program in the Business Financing area
- ◆ Worked with various institutions that are considered key in the legal community in Macedonia (including the Supreme Court of Macedonia and courts of all instances, Ministry of Economy, Ministry of Justice, Ministry of Finance, Ministry of Culture, IPPO, Macedonian Bankruptcy Association, Macedonian Bar Association, Macedonian Business Lawyers Association, etc.)

**American Bar Association/
Central and East European Law Initiative**

May 1999 – September 2000

Skopje, Macedonia

Senior Staff Attorney

- ◆ Responsible for development of the Commercial Law and Corporate Governance segment at CEELI in Skopje
- ◆ Project management responsibilities
- ◆ Responsible for developing new policies and procedures
- ◆ Training and education of the legal and business community in Macedonia in the area of the commercial law
- ◆ Developed training program in the Corporate Governance and Bankruptcy area

"Macedonian Business Resource Center" (USAID project) **January 1997 - May 1999**
Implemented by Crimson Capital Corporation

Skopje, Macedonia

Director/Senior Account Manager, General Management Consultant

- **The MBRC** was established by Crimson Capital Corporation to implement a program sponsored and funded by the United States Agency for International Development (USAID). MBRC` s purpose was to provide business improvement services to private or newly privatized businesses within the Republic of Macedonia. MBRC `s services were designed to transfer "state-of-the-art" management and operating techniques and technology to the personnel of the Macedonian companies in order to enable them to operate and compete more effectively and efficiently at home and abroad.

- ◆ Head of the Account Management Division of MBRC
- ◆ Supervised seven regional Account Managers, their Associate Account Managers and their Account Advisors
- ◆ Ensured that sound policies and procedures were in place for efficient and harmonious coordination of work flows between the Account Management and other divisions and support units

- ◆ Responsible for monitoring the Account Managers` performance to ensure that resources were applied efficiently and effectively to address the challenges facing MBRC clients and takes any necessary corrective action
- ◆ Responsible for developing new policies and procedures as necessary
- ◆ Directly assist subordinates in the fulfillment of their duties such as:
 - a. Consulting; b. Project coordination and c. Translation related activities
- ◆ Effectively represented the interests of the Account Management Division in internal and external meetings
- ◆ Assisted companies in establishing and implementing Good Corporate Governance Practices

“Macedonian Business Resource Center” (USAID project) **September 1994 – January 1997**
 Implemented by Crimson Capital Corporation

Skopje, Macedonia

General Management Consultant, Position- Account Manager

- ◆ Project management responsibilities
- ◆ Worked with more than 60 companies which were official clients of MBRC
- ◆ Advised companies about their legal structure in the process of privatization
- ◆ Assisted companies in implementing good management practices
- ◆ Assisted companies in implementing good corporate governance practices
- ◆ Advised a few Macedonian companies on negotiating a joint venture with foreign companies
- ◆ Developed business plans, including financial projections for the companies/clients of MBRC
- ◆ Member of a team that has developed a new line of products for one of MBRC clients
- ◆ Developed and presented a seminar “Business Law – New Concepts of Doing Business in Macedonia”

“A1 Television”

February 1993 - February 1994

Skopje, Macedonia

Journalist (reporter)

A1 Television is the first private and independent broadcasting house in Macedonia. In the beginning it was covering only the territory of the city of Skopje, but later on, the whole country.

- ◆ In charge of the department of the television station that produced news/shows with legal/criminal topics
- ◆ Assisted the Chief Editor in policy formulation of the Broadcasting House
- ◆ Responsible for reporting daily general news
- ◆ Responsible for reporting about criminal activities in Macedonia
- ◆ Responsible for reporting about legislative activities in Macedonia
- ◆ Produced series of reports about the prison system in Macedonia

- ◆ Produced series of reports on the legal and political framework in Macedonia
- ◆ Produced series of reports on “How to get Macedonian citizenship”

“**Link Mobitel**”, Paging service
 Skopje, Macedonia
System/Computer Operator

March 1992 - January 1993

"**Link Mobitel**" was the only provider of paging services in Macedonia. From a few clients in the pipeline in the beginning, the company expanded this business very rapidly and had a network of a few thousand clients

- ◆ Responsible for maintaining the paging system
- ◆ Developed databases on the regular clientele
- ◆ Monitored, updated and corrected client records
- ◆ Responsible for delivering accurate, complete and timely information to the clients
- ◆ Handle problems of the clients (if any) by taking all necessary corrective actions

Law Office, Kolev Goran
 Skopje, Macedonia
Attorney

1991 - 1992

A small private law office, since the Macedonian laws did not allow establishing of a private law company.

- ◆ Practicing law
- ◆ Preparing and writing all kind of contracts
- ◆ Registration of the companies in the registry court
- ◆ Writing employment contracts
- ◆ Registration of employees at the Bureau of Employment
- ◆ Review and analysis of different laws, as needed
- ◆ Preparing reports on various business issues used by the office
- ◆ Appearing before the bench

MAIN ACHIEVEMENTS, PUBLICATIONS AND OTHER EVENTS

- ◆ A trainer and supervisor in the latest Securities and Exchange Commission training program for brokers and investment advisors (started 2014)

- ◆ The team leader of the working group that created the “Corporate Governance Guidelines” for the Macedonian Insurance Sector in conjunction with the Macedonian Insurance Supervisor Agency
- ◆ Certified IFC Corporate Governance Trainer – certificate gained November 2013
- ◆ Various Corporate Governance training programs through the Macedonian Institute of Directors (2014-2016)
- ◆ A member of a Drafting Committee that worked on the “Financial Companies” law (2010)
- ◆ Head of the “Securities Legislation and Regulation” module of the Securities and Exchange Commission training program for the second generation of investment advisors in Macedonia (2010/2011)
- ◆ Judges and Prosecutors Trainer on commercial law topics through the Judges and Prosecutors Academy
- ◆ Member of the CG Committee at the American Chamber since 2008
- ◆ Head of one of the modules of the training and certification program that produced the first generation of trainers in the Public Procurement area. (April 2009 – November 2009).
- ◆ Member of a three member committee that implemented the program for authorization/licensing of the bankruptcy trustees in Macedonia (2009)
- ◆ Was the main advisor and coordinated the efforts of preparing the latest BizCLIR report (2008)
- ◆ One of the members of the working group that drafted the new Public Procurement Law (2007)
- ◆ Teaching Corporate Governance/Corporate law at the American University in Skopje on the MBA/postgraduate studies in English (2006 to present)
- ◆ Co-author of the Macedonian Corporate Governance Manual 2007/2008
- ◆ One of the initiators/legal advisor in the process of establishment of the Macedonian National Coordinative Body on CSR (2007)
- ◆ One of the trainers of the training program organized by the MOE for the candidates that are to become Bankruptcy trustees (2007)
- ◆ Participated in the development and preparation of the “Program for stimulation of investments in the Republic of Macedonia 2007 - 2010”
- ◆ Member of the 5-member drafting committee working on the new corporate governance code (2006/2007)
- ◆ Member of the drafting committee working on the new Bankruptcy Law (2006)
- ◆ Directly responsible for getting a Polish textile manufacturer to invest in Delcevo, which has resulted in 150 new jobs (2006).
- ◆ Trainer through the SINTEF/YES Training program on “Strategic Business Development and Entrepreneurial Marketing” (February 2006, Skopje)
- ◆ Hired by “Wolf Thies” (Austrian based law firm) to work as a member of the team that worked on the legal due diligence during the process of selling the “ESM” (Electricity Distribution Company), for the client “RWE” (German Energy Company, second largest in Europe)
- ◆ A member of a Drafting Committee appointed by the Macedonian Government to work on a new registration procedure (one stop shop) of the commercial entities in Macedonia (2005)
- ◆ Participated as a speaker in the OECD conference “CG for non-listed companies” held in Istanbul in April 2005

- ◆ One of the key members of the Drafting Committee appointed by the Macedonian Government that worked on the new Company Law which was passed in May 2004
- ◆ Participated in the four regional OECD conferences and member of the group which produced the “White Paper on Corporate Governance in SE Europe” (2001 – 2004)
- ◆ Participated as a speaker in the OECD CG conference held in Ohrid in June 2004
- ◆ Vice-president of the Macedonian Corporate Governance Council that was established in January 2004;
- ◆ Participated at the Global Forum of the High Level Experts on Corporate Governance that was held November 2003 in Paris and was a member of the group that worked on the latest revision (2004) of the “OECD Corporate Governance Principles”
- ◆ Participated as a speaker in the GTZ conference “CG in former YU republics” held in Igalo (Montenegro) in October 2003
- ◆ Chairman of a 15–person Drafting Committee appointed by the Macedonian Government that worked on the 2002 Company Law
- ◆ An author of seminar materials “Corporate Governance – Stakeholders” (2002)
- ◆ Chairman of a Coordinative Committee consisted of 20 people responsible for implementation of a major project in the Intellectual Property area. Judges, Prosecutors, Customs, Inspection Institutions, IPPO, Ministry of Culture, Police, IP representatives, Lawyers were represented in this Committee (2001 – 2002)
- ◆ With the CEELI staff organized and presided at a three-day international conference on “Corporate Governance and Company Law” having participants and speakers from 17 countries, Ohrid in October, 2000
- ◆ With the CEELI staff organized and presided at a three-day international conference on “Insolvency – different experiences” having participants and speakers from 15 countries, in Ohrid in June, 2000
- ◆ Co-chairman of the committee responsible for developing standardized bankruptcy forms. A project initiated and implemented by ABA/CEELI, the Supreme Court and the Ministry of Justice (1999/2000).
- ◆ Member of the focus group organized and sponsored by CFED (USAID) that worked in 1998 on two projects and produced two reports on:
 - Law on foreign investments in Macedonia
 - Arbitration and Mediation in Macedonia
- ◆ Member of the group of experts (lawyers and translators) that produced the Glossary of Legal and Business terms (1998/1999)
- ◆ Co-author of the Manual for Corporate Governance for Macedonia produced in the MBRC (USAID) 1997/98
- ◆ An author of the seminar materials “Business Law – New concepts of doing business in Macedonia”, that were used in the MBRC and outside of it (1997)
- ◆ An author of series of TV reports on the legal and political framework in Macedonia (1993)
- ◆ An author of series of TV reports about the prison system in Macedonia (1993)
- ◆ An author of series of TV reports on “How to get Macedonian citizenship” (1993)
- ◆ Organized, spoke and/or presided on more than 1.000 workshops and seminars with various business and commercial law area topics in/out of Macedonia.

EDUCATION

- ◆ “Kiril and Metodij” University, (Law Faculty), Skopje, Macedonia – PhD degree in Business Law
- ◆ “Kiril and Metodij” University, (Law Faculty), Skopje, Macedonia – Masters Degree in Business Law,
- ◆ “Kiril and Metodij” University, (Law Faculty) Skopje, Macedonia - Bachelor Degree in Law and Political Science

SPECIAL SKILLS

Computer literate, Advanced user of Microsoft Office Professional (Word, Excel); PowerPoint; Microsoft Outlook; Internet Explorer; etc.

LANGUAGES

Fluent: English, Slavic languages (Macedonian, Bulgarian, Serbian, Croatian), Turkish; Basic knowledge of German

SPECIAL AWARDS

USAID Recognition Awards

- **2007 Special Recognition Award USAID** office in Macedonia for significant contribution and dedicated efforts in the process of drafting and promoting of the new Public Procurement Law
- **2005 Special Recognition Award USAID** office in Macedonia for the significant contribution to the development of commercial legislation in the RM
- **2005 Recognition Award USAID** office in Macedonia – FSN employee of the month
- **2004 Recognition Award USAID** office in Macedonia for the consistent devotion to fulfilling the project`s objectives, including the staging of public hearings, journalists` seminars, conferences, pilot enterprises, the drafting of the successfully enacted new

Company Law, and all this supplemented with sustained public relations and education efforts

- **2002 Recognition Award USAID** office in Macedonia for the consistent devotion to fulfilling the project's objectives in the rule of law area and company law and corporate governance area

OTHER Recognition Awards

- **December 2010 Certificate of Achievement Booz Allen Hamilton** – in recognition of outstanding and lasting contribution to the MBEA for the leadership in the area of Corporate Legal and Regulatory Reform (CG and CSR), as well as guidance in Public Procurement and Non Banking Financial sector Activities
- **May 2010 Performance Recognition Award Booz Allen Hamilton** – In recognition of outstanding contribution to the USAID Business Environment Activity project and the Credit Bureau Effort
- **May 2008 Macedonian Lawyers Association “Golden Plate”** Award for the long and successful cooperation with the MLA
- **November 2004 Deloitte Touche Tohmatsu recognition award** for the consistent devotion to successful fulfilling the project `s objectives
- **December 2002 ABA/CEELI recognition award**
- **May 1999 Macedonian Business Resource Center/Crimson Capital “Silver Dollar” Award**