



Capability Statement



Igbanugo Partners Int'l Law Firm, PLLC
&
Afrique Sub-Sahara Strategies LTD (AQS)

[A division of Igbanugo Partners]

****Success Beyond Borders****



Igbanugo Partners Int'l Law Firm, PLLC (Igbanugo Partners) and its consulting division Afrique Sub-Sahara Strategies LTD (AQS) is a U.S. based law firm with an Africa-focused development consulting, advisory, training and project management firm that delivers high impact interventions designed to favorably transform clients' (including U.S. & African governments) institutions and businesses.

As a diverse, minority-controlled law and development-consulting firm, **Igbanugo Partners/AQS** is unique because we focus on U.S. immigration & nationality laws and development consulting exclusively in Sub-Saharan Africa ("SSA"). We have successfully established a wide and effective footprint in Africa through strategic alliance relationships. We offer you the length and breadth of SSA, and everything in between, with consummate cultural fluency. As managers of our strategic alliance partners, we create a climate in which they must perform to their utmost potential. We set high standards, demand exceptional performance, and constantly measure results.

U.S. IMMIGRATION & NATIONALITY LAW PRACTICE

Igbanugo Partners assists corporations and other types of institutions with a myriad of for temporary or permanent assignments in the United States and the countries of Sub-Saharan Africa. U.S. employment-based immigration law is highly regulatory and undergoes rapid changes. The immigration laws have changed more than a dozen times since 1988. To successfully navigate the complex maze of U.S. Immigration legislation and regulations requires skillful, legal counsel who is able to master intricate law, complex procedures, and difficult bureaucracy.

Over the past three decades, we have worked with clients from Asia, Latin America, the Middle East, Europe, Africa, Canada, Russia and Australia. We cater to those who have professional, personal, financial, and academic reasons to come to the United to study, work, conduct business, visit, or stay permanently.

Success Beyond Borders: Focus – Africa/U.S.

CONTRACTING Certifications

- ☐ Small Disadvantaged ☐ SBA 8(a) Certified
- ☐ AQS Consulting, LTD – 501(c)(3) non-profit related entity

SAM Registration

- ☐ Cage Code: 5FNX6 ☐ Duns: 791536977

NAICS

- ☐ 541110, 541119, 541611, 541613, 541618, 541910, 541990, 611710, 922110, 922130

***We want to introduce you to who we are and what we do.
We welcome the opportunity to meet and discuss how
our firm may serve your needs and help achieve your
goals in Africa.***

POC

Mr. Herbert A. Igbanugo, Esq., Founding Partner
250 Marquette Avenue
Suite 1075
Minneapolis, MN 55401
Phone: (612) 746-0360
Fax: (612) 746-0370
higbanugo@igbanugo.com
www.igbanugolaw.com

***A U.S. Firm with A Passion for Sub-
Saharan Africa***

We deeply understand the practical needs of U.S. and/or foreign employers to hire and/or transfer professional or skilled alien workers on a timely basis and/or expedited manner. We have helped U.S. employers and other corporate or institutional clients with the various types of visas and related matters listed below:

- Intra-Company (L1-A and L1-B0)
- Temporary Worker Visas Alien Labor Certification (PERM)
- Adjustment of Status
- Investor/Treaty Traders
- Short-Term Business Visitors
- Entertainers/Athletes
- Permanent Residency Based on Financial Investment
- TN & NAFTA Professionals
- Embassy/Consular Representation
- Federal Court Litigation of employment based and removal cases against the United States Department of State (DOS)/Department of Homeland Security (DHS)

Generally speaking, our practice offers a wide range of services in matters dealing with entry to the United States and acquisition of lawful permanent residence (the "Green Card") and U.S. citizenship. American and European-based multi-national companies have regularly engaged us to help secure all types of employment-based immigrant and non-immigrant visas in the United States.

We are among the best the industry has to offer. We have seasoned lawyers and former law enforcement officials on staff, and many others as strategic alliance associates available on demand. Our goal is to exceed clients' expectations in every undertaking. No matter what our level of involvement, we are always proactive and offer our best insights every step of the way.

Our core competencies are fully developed and our entire service delivery process is regularly called impressive by our clients. Our experienced strategic alliance team of former legacy INS and DHS/ICE high-level officials provides corporate employers with unparalleled visibility and insight into the challenges associated with a myriad of present day immigration compliance and enforcement issues.

SUB-SAHARAN AFRICA DEVELOPMENT CONSULTING

We effectively assist U.S. multi-national corporations, U.S. government agencies, African governments and governmental parastatals, African businesses NGOs, and public organizations to achieve exemplary efficiencies in SSA through reliable multi-channel connections, well-calibrated strategic deliverables and customized solutions. Our development consulting practice focuses specifically on improving socio-economic and technical capacity in the emerging markets of Africa.

Our projects concentrate on economic and social development, wealth creation, anti-corruption, good governance, strengthening legislative and government practices, institutional and public-sector reform, justice sector reform and promoting transparency and rule of law.



We possess the global perspective, regional vision and country-by-country socio-cultural fluency to successfully execute even the most complex SSA transactions. We offer superior legal expertise and international development services as well as sophisticated operational perspective.

Glossary of Capabilities

Africa

- Technical Assistance, Capacity Building, and Training of African Governmental Institutions and Parastatals on Anti-Corruption.
- Technical Assistance & Training on Rule of Law, Court Modernization, Justice Sector Reform & Strengthening Judicial Systems.
- Technical Assistance on Improving Criminal Justice Systems, Correctional Institutions, & Creation of Public Defender Systems.
- Due Diligence Support & Strategic Risk Management to International Corporations & Development Organizations.
- Training and Strategic Guidance on Democratic Governance, Transparency & Civil Society Building.
- U.S. Embassy/Consular Administrative Support Staffing & Services.
- Training & Strategic Planning on Combatting the Scourge of Human Trafficking.
- Training and other Technical Assistance on Countering Violent Extremism (CVE).
- Gender Equality and Social Inclusion.
- Conflict Management, Mitigation & Resolution.
- Monitoring & Evaluation.

U.S.A.

- Provide a myriad of support services to USDHS (USCIS, USCBP, USICE). 30+ Years Expertise/Experience in U.S. Immigration Laws.
- Provide Litigation Support Services to U.S. Government Agencies.
- Support U.S. Govt. Agencies in Africa to Develop Capacity of Law Enforcement to Manage Complex Corruption Cases. 20+ Years Expertise/Experience in U.S. Foreign Corrupt Practices Act (FCPA).

SUMMARY OF CORE CAPABILITIES

International Development Consulting Services

Our core professional, administrative and technical staff are located in Minneapolis (Minnesota), Washington D.C., Accra, Ghana and Abuja, Nigeria. These core groups together with a multitude of strategic alliance professionals located across Africa provide legal and strategic counsel as well as assisting institutional clients to accomplish international development projects in the region.

Our mission is to create dramatic improvements in the performance of public and private organizations working to enhance the social and economic well being of the people of Africa. We strive to mirror USAID's admirable ENGAGE program in seeking to provide a broad range of technical assistance and resources to promote good governance and reduce corruption in economic, political and social service sectors around SSA.

We utilize local talent to build upon local knowledge, traditions, assets, and resources in order to achieve enduring solutions. It is clear to us that only by leveraging the unique strengths and capabilities of our strategic alliance partners and professionals can we tackle the challenges in Africa and capitalize on the opportunities presented by globalization.

Infrastructure Development

In recent years, infrastructure development has grown exponentially in SSA and involves high risks and rewards and countless uncertainties and unknowns. The African Growth and Opportunity Act, the Millennium Development Goals, the African Union (AU) and its economic development vehicle, the New Partnership for Africa's Development (NEPAD), continue to spearhead this surge.

The world sees one Africa. We see so much more because we are equipped with clearer eyes. In this complex region, no two countries are the same. Every country has a distinct culture, economy and a unique way of doing things. We deeply understand these disparities because we are motivated to master the dynamics of each local market and community.

We possess the global perspective, regional vision and country-by-country socio-cultural fluency to successfully execute even the most complex SSA transactions. We offer superior expertise as well as sophisticated operational perspective. Success depends on the ability to navigate what are often complex, highly structured transactions with intricate regulatory

"Too many people in Africa still live under longstanding rulers, men who care too much about the longevity of their reign and too little about the legacy that should be built for their countries' future"

Former Sec. of State - Hillary Clinton, July 2012, Ethiopia

schemes and elusive governmental policies in fervently competitive markets.

We are phenomenally positioned to offer our intercontinental clients superb representation on a broad range of infrastructure development projects and transactions in SSA including:

- power generation, transmission and distribution;
- oil and gas transactions;
- petrochemicals;
- commercial property development;
- hospitals/medical institutions; and
- extractive industries, such as mining and metals projects.

High Level Governmental/Private Sector Access & Interest Advocacy Services

We utilize our knowledge and depth of experience with the key governmental and non-governmental sectors as well as our intimacy with the cultural, socio-economic and political fabric of the region to advocate the business interests of our clients.

We also engage in African government relations and public policy, including issue advocacy and generally provide the privilege of access to "top players" in both the public and private sectors of SSA nations. We provide access to difficult to reach high-level "movers and shakers" within the SSA governments and the private sector, as well as information currency and political intelligence.

Finally, we are a formidable proponent for our clientele in this region and help companies operating in SSA develop their own **corporate social responsibility (CSR)** concepts and portfolio as an integral part of corporate and country strategy.

Our professionals and strategic alliance consultants have successfully handled the planning, development, and operational management of a wide array of infrastructure assets across SSA. We are phenomenally positioned to offer our intercontinental clients superb representation on a broad range of infrastructure development projects and transactions in SSA.

**Anti-Corruption & U.S. Foreign Corrupt Practices Act Compliance
Training/Advisory/Oversight, Monitoring/Legal Services**

Corruption has long been a part of the playing field in SSA, much to the detriment of the continent. Operating on both sides of the Atlantic Ocean from dual U.S. and SSA perspectives, we offer an effective supplemental layer of protection against bribery and corruption in SSA with consummate cultural competency. We consistently track the U.S. Department of Justice's (DOJ) enforcement priorities in this arena and design our ultra-modern and resilient training/advisory/oversight services to empower the vulnerable employees of our institutional clients with the essential tools they need to remain incorruptible.

The key to minimizing the risk of corruption lies in understanding why it occurs, identifying areas that are at risk, and implementing procedures to address those vulnerable areas. We shepherd our clients to create comprehensive anti-corruption compliance policies and procedures that incorporate socio-cultural nuances endemic in Africa. We make the extra effort to understand the specific needs of our clients in order to provide tailored-to-fit compliance programs. Our expertise extends to handling complex merger/acquisition due diligence protocols, creating targeted compliance policies and procedures, developing and implementing anti-corruption strategies, codes, and standards of conduct for public officials, as well as strengthening the capacity of states in the investigation and prosecution of economic and financial crimes/asset recovery.

Managing/Liaison Counsel Services

U.S. based organizations and institutions operating in the region often encounter difficulties in measuring SSA local counsel's capabilities in addition to determining how and to what extent they could be held accountable for their performance. ***Igbanugo Partners can help you manage these concerns under one umbrella and remain as accountable as any other U.S.-based law firm.*** We can quickly assemble and manage a formidable legal team to tackle any type of legal matter in the major commercial centers of SSA.

Our firm will act as your link and bridge to SSA and we are continually re-vamping our processes to better serve our clients. When SSA is the theatre, we are the firm of choice because we possess the requisite core and cultural competencies. We are client-centric in our outlook and build strategic partnerships that blend our core competencies with the applicable capabilities of our strategic alliance lawyers, law firms, and clients.



Judicial Training and Justice Sector Reform/Modernization

Long-term sustainable economic and social development requires democratic governance rooted in the rule of law. The justice system cannot assume its rightful role in the development process except to the extent that it is able to exercise its functions credibly and effectively. In this respect, it has to demonstrate that it is diligent, coherent, competent, honest, independent and accessible to all. One factor that investors consider when rating a country is whether they will have access to an effective and suitable mechanism for dispute resolution.

Reforms require both cultural and systematic change in the delivery of justice. The effort must include court modernization, legal reform, and alternative dispute resolution mechanisms, training of judges, court personnel, lawyers, students and civil society; and improved access to justice. The human element is key to the development of competence, effectiveness and efficiency of a justice system; but the human element alone will not suffice if it is not sufficiently supported in terms of training, material resource and technology. Both human and material resources are equally crucial to achieving the appropriate level of proficiency.

We possess the institutional expertise to articulate, design, advise on, and manage justice reform projects that incorporate capacity building and reflect local institutional realities. We have successfully developed modalities for engaging in justice reform in the emerging markets of SSA. Strong diagnostics always inform our design of interventions by gathering and considering data on the actual functions of the justice system, the political economy of reform and its risks, as well as the way potential reforms might translate into progress towards justice. We believe that reform efforts should be strategic and specific and that initiatives be dedicated to solving identifiable problems.

We want to introduce you to who we are and what we do. We welcome the opportunity to meet and discuss how our firm may serve your needs and help achieve your business or project goals in Africa.



Afrique Sub-Sahara Strategies LTD

A Division of Igbanugo Partners Int'l Law Firm, PLLC

A Firm With A Passion For Sub-Saharan Africa



Igbanugo Partners Int'l Law Firm,
PLLC
250 Marquette Ave
Suite 1075
Minneapolis, MN 55401
Telephone: 612-746-0360
Fax: 612-746-0370

www.igbanugolaw.com

For more information, email:
higbanugo@igbanugolaw.com

Afrique Sub-Sahara Strategies
LTD (AQS)
1847 Mahathir Mohammed St,
Asokoro EXT,
Abuja, Nigeria
Telephone: +081 1 852 8482

www.afriquestrategies.com