CHARBEL AOUN AOUN

ATTORNEY AT LAW
UNIVERSITY PROFESSOR

CONTACT INFORMATION

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PERSONAL INFORMATION

Marital Status: Single

Nationality: Lebanese

Place and Date of Birth:
El Biret-CHOUF-Lebanon
June 6, 1978.

LANGUAGES

Fluency in speaking, reading, and writing:

Arabic: Excellent

French: Excellent

English: Excellent

EDUCATION

2002 - 2006

DOCTORAT (PH.D) IN PUBLIC LAW
'TRÈS HONORABLE'

Cergy-Pontoise University, Paris-Ile de France

Subject of the thesis "L'indépendance de l'Autorité de régulation des communications électroniques et des postes (Arcep)". In France, it is the law of July 26, 1996 which opened the sector of telecommunications to a total competitiveness planned on January 1st 1998 and which created the ART (Autorité de regulation des télécommunications). The legislator has, with the law of May 20, 2005, given the regulation of postal activities to the ART which is now the Arcep (Autorité de régulation des communications électroniques et des postes). The aim of our study is to evaluate the independence of the Arcep in relation to the private sector and to the operators which mostly belong the government- France telecom & La Poste- compared to the government itself, in order to discover whether there is a problem of means and guaranties landed by the legislator or an impartiality affecting its members.

(For more Information please check the link: http://www.n.u-cergy.fr/spip.php?article8714)

2001 - 2002

POST GRADUATE DIPLOMA (DEA) IN LAW

Cergy-Pontoise University, Paris-Ile de France

Subject of the thesis "L'activité de l'Autorité de régulation des telecommunications (ART) ". The thesis treats the activity of the 'Arcep' during five years with respect to its relation with the government and the operators.

2001 - 2002

BACHELOR'S DEGREE IN LAW

Lebanese University, Faculty of Law and of Political and Administrative Sciences, Section II, Jal El-Dib, Lebanon.

1994 - 1997

BAC II

Mont la Salle School- Aiin Saadé, Lebanon

INTERNATIONAL CERTIFICATES IN LABOR LAW, HUMAN RIGHTS LAW, LAW OF CONTRACTS AND NGOs LEADERSHIP & GOVERNANCE

LABOR LAW INTERNATIONAL CERTIFICATES

• BY HARVARD UNIVERSITY

Course Name	Learning Objectives	Length	Exam Required	Course Certificate	Certificate Issue Date
Child Protection: Children Rights in Theory & Practice	- The origins of child protection in international human rights law - How to analyze global child protection issues and the diversity of actors involved in child protection - The standards of protection for children in conflict or in contact with the law - How to assess and strengthen a child protection system.	16 weeks	Yes	Yes	March 22, 2021

• BY THE INTERNATIONAL TRAINING CENTER (ITC) OF THE INTERNATIONAL LABOR ORGANIZATION (ILO)

Course Name	Learning Objectives	Exam Required	Course Certificate	Certificate Issue Date
Introduction to International Labor Standards	- Describe what ILS are, - Describe how ILS are adopted, promoted and supervised; - Recall the subjects covered by ILS, and their content.	Yes	Yes	January 21, 2021
Formalization of Informal Economy	- A basic understanding of the informal economy, - Examples of good practices promoting transition to formality with an emphasis on ILO's Decent Work strategies and the R204	Yes	Yes	February 4, 2021
Business and Decent Work	- The course offers an overview of the principles of the MNE Declaration, - It presents real cases of how the principles of the MNE Declaration can be put into practice.	Yes	Yes	February 5, 2021
E-Learning Module on Lobbying and Advocacy	- To understand how Eos can maximize their impact by implementing successful lobbying strategies, - To know what the key steps are for developing a successful lobbying strategy,	Yes	Yes	February 6, 2021t
Understanding Fragility: A compass to orient the world of work	- Been exposed to the main definitions of fragility. - Analyzed the main drivers or characteristics of fragility today, as well as their different intensity levels. - Analyzed the potential consequences of fragility on the world of work. - Applied these concepts to the analysis of a fictional scenario. Applied these concepts to the analysis of your own context/scenario.	Yes	Yes	February 16, 2021
Mobile Engagement with Members	- The toolkit provides examples of methods and tools to engage with members more efficiently.	No	No	Not available

HUMAN RIGHTS LAW INTERNATIONAL CERTIFICATES

- **BY THE UNITED NATIONS HUMAN RIGHTS (OFFICE OF THE HIGH COMMISSIONER)**

Course Name	Learning Objectives	Exam Required	Course Certificate	Certificate Issue Date
The Human Rights of LGBTI People	- Use key concepts related to lesbian, gay, bisexual, transgender and intersex (LGBTI) people and human rights, - Identify measures to integrate respect for the human rights of LGBTI people into your daily life and your work	Yes	Yes	February 7, 2021
OHCHR Gender equality, Human rights and Me	- Understand key gender concepts, - Describe responsibilities to integrate a gender perspective at work,	Yes	Yes	Expected by March 30, 2021

LAW OF CONTRACTS INTERNATIONAL CERTIFICATES

- **BY HARVARD UNIVERSITY**

Course Name	Learning Objectives	Exam Required	Course Certificate	Certificate Issue Date
Contract Law: From Trust to Promise to Contract	This course starts by analyzing why we form contracts and what aspects of our humanity contracts depend upon and serve - The course then moves onto the nuts and bolts of contracts—what promises do and do not form contracts, the principles of offer and acceptance, and what happens when contracts go wrong.	Yes	Yes	Expected by May, 2021

NGOs LEADERSHIP AND GOVERNANCE INTERNATIONAL CERTIFICATE

- **BY UNIVERSITY AT BUFFALO & THE STATE UNIVERSITY OF NEW YORK**

Course Name	Learning Objectives	Exam Required	Course Certificate	Certificate Issue Date
Introduction to the Non Profit Sector, Non Profit Organizations, Non Profit Leadership & Governance	- Develop knowledge of the characteristics of non profit organizations and boards of directors. - Identify issues that challenge non profit leader, board and governance effectiveness. - Develop the skills associated with effective non profit leaders.	Yes	Yes	Expected by May, 2021

WORK EXPERIENCE

UNIVERSITY PROFESSOR EXPERIENCE

September 2016 Present

Lecturer at NDU at the Faculty of Law and Political Science for the below courses:

- **Labor & Social Security Law course** (in English)
- **Income Tax Law course** (in Arabic)

September 2017 Present

Lecturer at Balamand University (North Campus);**Labor & Social Security Law course** (in English) - Faculty of Business Administration & Economics

May 2011
May 2013

Lecturer at Morgan International Off-shore; **Labour Law Course** (in English) for PHR/SPHR students

June 2009
October 2009

Lecturer at American University of Science & Technology (AUST) in Achrafieh; **Business Law Course** (in English) - Faculty of Business Administration & Economics

October 2007
December 2020

Lecturer at Notre Dame University- Zouk ("NDU") - Faculty of Business Administration and Economics for the below courses:

- **Labour & Social Security Law** (in English)
- **International Business Law** (in English)
- **Business Law** (in English)
- **International Business Law & Intellectual Property Rights** (in English)
- **Financial Criminal Law** (in English)

LAW EXPERIENCE

June 2011
Present

Owner of Aoun & Associates Law Firm; headquartered in Beirut, Sami El Solh Avenue, Badaro Bureaux Building, Fifth Floor. The firm location is in close proximity to the law courts, Central bank, most governmental agencies and ministries. The firm provides a full range of comprehensive legal services including general, corporate, financial, real estate and personal status legal practice. It specializes in all aspects of national and international business law, litigation and arbitration, criminal, employment, social security and intellectual property law.

June 2011
Present

Member and founder of the European Lawyers Association ("ELA") headquartered in Italy.
(for more information please use the following link: http://www.europeanlawyersassociation.com/ELA/lebanon.html)

October 2007
May 2011

Legal Counsellor at Badri & Salim El Meouchi Law Firm advising clients in various law areas. Drafting real estate, labour and commercial contracts with an extensive experience in corporate and employment matters.

2001 – 2006

Legal Department of the "Arcep" (Autorité de régulation des communications électroniques et des postes) in France.

- Researcher about all the decisions provided by the "Arcep" since 1996 till 2006 dealing with the disputes arising between the operators and the sanctions imposed by the "Arcep".
- Studying the propositions and recommendations provided by the "Arcep" to the government; in order to issue the proper governmental decrees.
- Studying all the "Arcep" departments and the way they operate in order to enhance the sector of electronic communications and posts.

EXTERNAL CONSULTANT FOR SEVERAL INTERNATIONAL ORGANIZATIONS

World Health Organization ("WHO")

November 2018

Provided a study related to "Health Entitlements of Refugees and Migrants in Jordan and Lebanon". The contract study was for a period of two months and the study is around 47 pages.

International Labour Organization ("ILO")

December 2014

Provided a study related to "Individual Labor Disputes in Lebanon". The contract study was for a period of two months and the study is around 40 pages.

June 2011	Provided a study related to “HIV/AIDS in Lebanon, Jordan and Syria”. The contract study was for a period of two months and the study is around 50 pages.

LAW ARTICLES PUBLISHED IN ECONOMIC NEWSPAPERS & LEGAL MAGAZINES

In Different topics of Law

- “Who are the one-person companies according to the new trade law?”, September 30, 2019, Eliktissad website.
- “Did the rent committee started receiving tenants' requests?”, September 11, 2019, Al-Eliktissad website.
- “What is the new amendment to the Lebanese Off-Shore company?”, November 19, 2018, Eliktissad website.
- “The judges’ strike disserves the economic movement and the first responsible is the State”, 8 August 2017, Eliktissad website.
- “The recent Constitutional Council’s decision on the rent issue was expected”, March 31, 2017, Business Echoes.
- “The TVA tax is an important resource for the Lebanese State”, March, 23 2017, Eliktissad website.
- “Why did the new Government did not create a new ministry for legal affairs in Lebanon? “, January 11, 2017, Eliktissad website.
- “The rule of law in light of the election of a new president of the country”, November 16, 2016, Eliktissad website.
- “How to turn into a millionaire in 8 days … by law”, September 28, 2016, MTV website.
- “The new rent law: enforceable or not?”, September 25, 2016, MTV website.
- “The number of bounced checks is increasing in Lebanon due to the difficult economic conditions”, August 19, 2016, Eliktissad website.
- “The Judge of Urgent Matters and Food Safety Law”, July 11, 2016, Eliktissad website.
- “The municipalities in Lebanon”, May 24, 2016, Eliktissad website.
- “The issue of waste and the Barcelona agreements", April 5, 2016, Eliktissad website.
- “The Lebanese Nationality Restoration Law", January, 26, 2016, Eliktissad website.
- “New rulings issued by the courts according to the new rent law”, 1 December 1, 2015, Al-Eliktissad website.
- “The courts decide on the enforcement of laws, including the rent law,” September 24, 2015, Al-Eliktissad website.
- “The new rent law is enforceable and fair,” July, 3 2015, Business Echoes website.
- “The Rent Law is legally enforceable and entered into force on December 28 , 2014”, May 29, 2015, Eliktissad website.
- “The rights of employees handicap in Lebanon”, Al Nahar Journal, April 4, 20009.
- “The role of the individuals and the states in protecting the environment”, Al Nahar Journal, March 5, 2008.
- “Anti-Corruption Regulation- Foreign & Domestic Bribery Laws”, GETTING THE DEAL THROUGH, 2008.
- “Le secteur des telecommunications au Liban”, L’Orient Le Jour, June 25, 2007.
- “La régulation du secteur des telecommunications au Liban”, Beirut Bar Association Magazine, n 4, December 2007.

In Labour & Social Security Laws

- "Is it legal to send the employee a warning during Covid 19 times?", January 19, 2021, Eliktissad website.
- "Lebanese Government does not respect the Labor Conventions", January 2, 2021, Business echoes news.
- "The Law obliges the Lebanese Government to increase the minimum wage", December 24, 2020, Eliktissad website.
- "Labor Law in Lebanon on Labor Day", May 1, 2020, Alkalima Online.
- "Dialogue on the payment of wages due to work interruption in Covid-19 period", March 10, 2020, Eliktissad website.
- "Does the employer have the right to convert the wages from the US dollar to the Lebanese pound?", November 19, 2019, Jbeil Daily News.
- "What comes after the resignation of the government?", October 30, 2019, Jbeil Daily News.
- "Should the employer pay the wages during the Lebanese Manifestations?", October 24, 2019, Eliktissad website.
- "Can an employee be dismissed from work for his/her participation during the manifestations?", October 24, 2019, Eliktissad website.
- "What is the importance of the employees internal regulations?", October 16, 2019, Eliktissad website.
- "Interview about Palestinian workers", June 19, 2019, Eliktissad website.
- "Interview about Syrian employees", June 17, 2019, Eliktissad website.
- "Interview on the topic of arbitrary dismissal", June 3, 2019, Business Echoes.
- "The judges' strike affects the economic movement in the country", May 24, 2019, Business Echoes website.
- "Amending the Labor Law Has Become Inevitable", May 1, 2019, Eliktissad website.
- "Can the new minister find appropriate solutions to amend the labor law?", February 9, 2019, Eliktissad website.
- "Is a pregnant woman entitled to benefit from her annual leave in the same year?" January 18, 2019, Eliktissad website.
- "The crisis of forming the government negatively affects negatively the situation of the wage earner," December 17, 2018, Eliktissad website.
- "What distinguishes an employment contract from a consultant contract? November 30, 2018, Eliktissad website.
- "How Can an Employer Refuse Paid Sick Leave?" November 9, 2018, Eliktissad website.
- "The criminal complaints filed before the Public Prosecution Office", October 1, 2018, Eliktissad website.
- "The possibility of the employer for employee's dismissal for economic reasons", September 25, 2018, Eliktissad website.
- "The possibility of the employer for employee's dismissal for economic reasons", September 25, 2018, Eliktissad website.
- "Are Syrian workers entitled to resort to the labor courts in case of unfair dismissal? September 19, 2018, Eliktissad website.
- "The employees pay the tax of financial corruption," May 1, 2017, Business Echoes website.
- "Judgments issued by labor courts in case of unfair dismissal," September 29, 2016, Eliktissad website.
- "The Social Security Laws and Regulations" on April 11, 2016, with Daily Star.
- "Sukleen's duty is to respond its employees requests," September, 5, 2015, Eliktissad website.

- “Syrian workers invade Lebanon despite the strict procedures for work,” June, 22, 2015, An-Nahar newspaper.
- “The problem in Lebanon is not only the laws and ministerial decisions, but rather in the implementation," April 30, 2015, Eliktissad website.
- “A large number of workers in Lebanon do not know their rights, and the problem of the labor law in Lebanon is related more to implementation”, January, 15, 2015, Eliktissad website.
- “To accelerate the implementation provisions of the labor law”, June 12, 2014, Eliktissad website.

PUBLIC ACTIVITIES & CONFERENCES

Public Activities

- Since 2010, member in Labora Association.
- Since 2008, member of the Lebanese Association for Economic Reform - (President of the Association: Dr. Elie Yachoui).

Conferences in Lebanon

- Certificate of attendance in “Regulatory Impact Analysis Seminar”, given by Dr. Chris Crafton from Booz Allen Hamilton on July 27, 2011. The seminar was made with the support of the USAID.
- Lecturer; Conference related to “Lebanese Economic Reform & Investment”, Notre Dame University-Zouk, April 22, 2010. Lecturers in the said conference were: Minister Muhammad Safadi, Dr. Elie Yachoui, former Minister Mr. Yassin Jaber, Dr. Gazy Wazni, Dr. Fady Oussayran, Dr. Kamal Hamdan, Mr. Marco Ayoub, Former Minister Muhammad Chatah, Dr. Louis Hobeika, Mr. Raiif Charaf Al-Dyn, Dr. Hicham Bassat, Mr. Maurice Iskandar, former Minister Dr. Abdalla Farhat, Dr. Makram Sader, Dr. Marwan Iskandar.
- Lecturer, Conference related to “Regulation of Telecommunications in Lebanon”, Notre Dame University- Zouk- April 21, 2009.

International Conferences

- On March 25, 2019 was invited by the WHO in order to attend a regional meeting related to Law of Migrants. The conference took place at Radisson Blue Hotel in Istanbul, Turkey.
- On May 3, 2012 was invited as a speaker in Rome (Italy) in a conference prepared by the European Lawyers Association and the Rome Bar Association. The conference took place at the Court of Cassation in Rome and was attended by more than 200 Lawyers; details and photos of such conference are available on www.aounlawfirm.com

LAW WORKSHOPS / TRAININGS

Provide Law Workshops for lawyers, human resources, accountants and businessmen professionals. Up to January 2021, have given more than 77 Workshops in the below fields: Labor Law, Social Security Law, Taxation Law, VAT Law & Built Property Tax Law. 52 Workshops were given to the public and organized via "Professional Training & Consulting SAL" (PTC); the leading training and consulting company in UAE and Lebanon (www.ptclb.com). 25 Workshops were given as in-house via Aoun & Associates Law Firm.
During April 2021, a service agreement was signed with Oxfam International.

WORKSHOPS / TRAININGS FOR THE PUBLIC

Organized through PTC

Labor Law [26Workshops]

Date	Number of Attendees	Venue
July 13, 2020	13 attendees	Smallville Hotel- Beirut
June 11 & 12, 2019	15 attendees	Smallville Hotel- Beirut
February 18 & 19, 2019	14 attendees	Smallville Hotel- Beirut
October 14 & 15 & 16, 2018	19 attendees	Smallville Hotel- Beirut
June 19 & 20 & 21, 2018	19 attendees	Smallville Hotel Hotel Holiday Inn- Beirut
February 19 & 20 & 21, 2018	21 attendees	Smallville Hotel Hotel Holiday Inn- Beirut
November 1 & 2, 2017	20 attendees	Smallville Hotel- Beirut
July 5 & 6 & 7, 2017	19 attendees	Smallville Hotel- Beirut
October 16 & 17, 2016	20 attendees	Hotel Holiday Inn- Beirut
June 10 & 11, 2016	17 attendees	Hotel Holiday Inn- Beirut
January 5 & 6, 2016	18 attendees	Hotel Holiday Inn- Beirut
June 4 & 5, 2015	20 attendees	Hotel Holiday Inn- Beirut
February 19 & 20, 2015	22 attendees	Hotel Holiday Inn- Beirut
October 16 & 17 2014	34 attendees	Hotel Holiday Inn- Beirut
June 6 & 7, 2014	35 attendees	Hotel Holiday Inn- Beirut
February 10 & 11, 2014	40 attendees	Hotel Holiday Inn- Beirut
December 5 & 6, 2013	30 attendees	Hotel Holiday Inn- Beirut
June 5 & 6, 2013	30 attendees	Hotel Holiday Inn- Beirut
March 2 & 3, 2013	35 attendees	Hotel Holiday Inn- Beirut
December 10 & 11, 2012	33 attendees	Hotel Holiday Inn- Beirut
June 14 & 15, 2012	25 attendees	Hotel Holiday Inn- Beirut
March 5 & 6, 2012	35 attendees	Hotel Holiday Inn- Beirut
December 8 & 9, 2011	40 attendees	Hotel Holiday Inn- Beirut
June 5 & 6, 2011	30 attendees	Hotel Holiday Inn- Beirut
March 3 & 4, 2011	60 attendees	Hotel Holiday Inn- Beirut
October 10 & 11, 2010	22 attendees	Hotel Holiday Inn- Beirut

Social Security Law [11 Workshops]

Date	Number of Attendees	Venue
July 17, 2020	12 attendees	Smallville Hotel- Beirut
June 25 & 26, 2019	12 attendees	Smallville Hotel- Beirut

February 27 & 28, 2019	12 attendees	Smallville Hotel- Beirut
October 22 & 23, 2018	12 attendees	Smallville Hotel- Beirut
June 26 & 27, 2018	12 attendees	Smallville Hotel- Beirut
March 2, 2018	12 attendees	Smallville Hotel- Beirut
November 7 & 8, 2017	12 attendees	Smallville Hotel- Beirut
July 10 & 11, 2017	12 attendees	Smallville Hotel- Beirut
February 26 & 27, 2017	12 attendees	Hotel Holiday Inn- Beirut
June 11, 2015	14 attendees	Radisson Blue Hotel
November 12, 2014	15 attendees	Hotel Holiday- Inn Hotel

Taxation / VAT / Built Property Tax Laws [15 Workshops]

Date	Number of Attendees	Venue
March 4 & 5, 2019	8 attendees	Small Ville Hotel – Badaro
July 20, 2020	9 attendees	Small Ville Hotel – Badaro
November 5, 2018	11 attendees	Small Ville Hotel – Badaro
October 30, 2018	10 attendees	Small Ville Hotel – Badaro
March 15, 2018	9 attendees	Small Ville Hotel – Badaro
November 23, 2017	8 attendees	Small Ville Hotel – Badaro
November 14 & 15, 2017	11 attendees	Small Ville Hotel – Badaro
July 28, 2017	8 attendees	Small Ville Hotel – Badaro
July 24, 2017	11 attendees	Small Ville Hotel – Badaro
July 17, 2017	9 attendees	Small Ville Hotel – Badaro
December 17, 2017	8 attendees	Small Ville Hotel – Badaro
December 15, 2016	8 attendees	Small Ville Hotel – Badaro
November 16, 2016	8 attendees	Small Ville Hotel – Badaro
October 15, 2018	7 attendees	Small Ville Hotel – Badaro
June 16, 2015	10 attendees	Small Ville Hotel – Badaro

IN-HOUSE WORKSHOPS IN LABOR & SOCIAL SECURITY & TAXATION LAWS [25 workshops in total]

Company/ Organization Name	Workshops Subjects	Number of Attendees	Dates	Venue
Metlife	Labor Law Social Security Law	30 attendees	February 12, 2020 February 13, 2020	Company Premises
Norwegian Refugee Council	Labor Law Social Security Law Taxation Law	30 attendees	July 14, 2019 July 15, 2019 July 16, 2019	Organization Premises

Jihad Arab Contracting Company	Labor Law Social Security Law Taxation Law	20 attendees	May 3, 2019 May 4, 2019 May 5, 2019	Bossa Nova Hotel
Relief International	Labor Law Social Security Law Taxation Law	20 attendees	July / August 2018	Lancaster Hotel
Hospitals Syndicate	Labor Law Social Security	20 attendees	July 2012, July 2013 July 2014, July 2015 July 2016, July 2017 July 2018	Syndicate Premises

OXFAM INTERNATIONAL SERVICE AGREEMENT

Currently in the process of executing a service agreement with Oxfam International related to Labor Law Trainings for a period of three years, covering around 397 trainings of 3 hours each (total of 1191 hours). The training sessions are more specifically entitled “Decent Working Conditions Information Sessions”.

MEDIA INTERVIEWS

In Different topics of Law

- Interview with LBCI Channel about the commercial registry and commercial companies in Lebanon on February 15, 2016, with “Btehla El Hayet” program.
- Interview with LBCI Channel about the law of Non-Governmental Organizations on January 9, 2016, with “Btehla El Hayet” program.

In Labor & Social Security Laws

- OTV channel about Labor Law on 16 October 2020 with Joe Sakr.
- MTV channel about wage earner rights during the Covid-19 period on 4 June 2020 with Rebecca Abou Nader.
- OTV channel about wage earner rights during the Covid-19 period and the role of the Ministry of Labor on May with Pascale Boutros.
- The One-Week Economy Program on Radio Lebanon, prepared and presented by Kawthar Hanbouri on May 2, 2020.
- Voice of Lebanon about the issue of expelling employees in the current circumstances on November 4, 2019 with Rebecca Abou Nader.
- MTV Channel about the Palestinian and Syrian workers on July 21, 2019, with Ghada Eid.
- LBCI Channel about the Palestinian and Syrian workers on July 20, 2019, with “Nharkom Said” program.
- Radio Lebanon on October 8, 2018 with Kawthar Hanbouri.
- Radio Lebanon about the labor law on April 9, 2017, with Kawthar Hanbouri.
- Radio Lebanon about labor law during the Labor Day on May 1, 2016, with the program "The Economy in a Week".
- LBCI Channel To discuss several labor issues on November 13, 2015.
- LBCI Channel about labor law on April 30, 2015 with “Nharkom Said” program.

- Future TV about labor law during the Labor Day on May 1, 2014 with the “economical news”.
- MTV Channel about labor law during the Labor Day on May 1, 2014 with “Seven/Seven”.
- Radio Liban Libre about labor law during the labor day on May 1, 2013 with Rima Khadaj.
- MTV Channel about Labor Law during the Labor Day on May 1, 2013 with Seven/Seven.
- OTV Channel about labor law during the Labor Day on May 1, 2012, with “Morning Program”.
- MTV Channel about labor law during the Labor Day on May 1, 2012, with “Seven/Seven” program.
- MTV Channel about labor law provisions and problems with “El Hal Enna” program; The interview is published at www.aounlawfirm.com