



GLOBAL LABOR AND EMPLOYMENT LAW

TRANSATLANTIC LAW INTERNATIONAL

Global Labor and Employment Law Service

Business IS Global

And Transatlantic Law International meets that demand by providing legal and business solutions to companies and investors expanding or restructuring

In More than 65 Countries World Wide.

We are an innovative international service group which meets business needs in a very different way than traditional firms - harnessing the best lawyers in the best independent firms and practices globally into a single service group.

We can deliver results in more places and more economically with the highest attention to timelines, budgets, and personal service, all centrally managed and accountable so that you are never more than one call away from an answer.

Everywhere Business Needs to Be.

Our Global Labor and Employment Law Service operates globally in all key international business markets, providing an integrated and highly flexible international service. We cover the broad range of international labor law requirements including:

- All labor aspects of mergers and acquisitions
- Restructurings and plant shutdowns
- Greenfield developments
- Governmental including regional (such as the EU) and national labor regulation
- Hiring policies, programs and training
- Union and workers council agreements
- Privacy and data protection
- Discrimination
- Outsourcing and service agreements
- Day to day contracts and terminations
- Coordinating tax, pension and cross border transfer issues
- Litigation and claims management

Set Up Services

We can also help open new company offices and branches and establish local payroll and accounting services with lower cost, international, English speaking accounting firms to take care of payroll social security filings and other labor obligations for expanding businesses.

What We Do

Our Labor and Employment Teams serve leading Fortune 50 companies and publicly listed companies in labor law and related fields with over 2500 counsel in our group globally for all disciplines.

Some of Our Projects

- We act, for example, as pan-European labor and employment counsel in over 40 countries for one of the largest Fortune 50 conglomerates in the U.S., handling the largest, most complex reorganizations including works council issues, as well as local issues on a daily basis.
- We also serve as global labor and employment counsel in over 65 countries on senior management issues for one of the largest and most profitable privately held global European companies.
- We regularly advise leading US software companies on labor issues associated with global operations including critical issues on protecting their IPR and on non-competes.
- We have regularly advised multinationals from Asia, Europe and the U.S., on cross-border changes in benefits, structures and means of employing personnel globally.
- We also regularly advise emerging global businesses including technology companies and investors and their local operating companies on cross border and local labor and employment issues.
- As a global team we have unmatched experience and geographic reach to provide a real one-stop global shop for this important area of your business.

More Specifics ?

Recent assignments include major restructurings in Germany, advising on industrial strike action in Spain, intercompany transfers of assets and employees in the UK, advising an Indian company on a major outsourcing contract with a British airline, advising on global offshore management structures in the telecoms and sports sectors, plant closures in the UK and Netherlands, management terminations in Australia and Thailand, setting up new businesses in the Philippines, a 28 country survey on benefit aspects of a corporate reorganization, and solving individual labor cases from Norway to Morocco, in addition to day to day matters. And these are just a few of the matters we cover regularly.

An Overnight Briefing on EU Discrimination Law?	Yes.
A Dutch Labor Dispute?	Yes.
Works Council Issues in Germany or France?	Yes.
Class Action Lawsuit in the United States?	Yes.
A Management Contract in Turkey?	Yes.
A Termination in Thailand Tomorrow?	Yes.
A Union Negotiation in Korea?	Yes.
Outsourcing to India?	Yes.
Or to Central Europe?	Yes.
A New Expat Structure in Japan?	Yes.
Setting Up in China?	Yes.

We Will Get You the Solutions On Time and On Budget. Anywhere.

Central, Regional and Local Coordination Options

In addition to providing central management of global labor problems, we have regional coordinators for every major business center including Europe, Central and Eastern Europe, Russia/CIS, The Middle East and Africa, the United States, Asia - Pacific, China, Australia-New Zealand, and Latin America so clients can have a 'one-stop' source in each region as well as a single global one-stop coordinator as it wishes.

We also provide local team partners for labor and employment in all of the 65 plus countries we serve so that you will have a local team leader dedicated to local issues, as well a global one stop contact and a regional team leader as you wish. Each country team is responsible and responsive to the client and to central instructions from the group and to the regional coordinators as needed.

As with all our services, the client has the option of having a tailor made solution for legal coverage, including for labor and employment law services. You can use us where you want, when you want.

One Partner for Your Business Globally. Regionally. Locally. As You Choose.

And if we don't cover the country where you want to be, we will find the answers. Indeed, clients are increasingly relying on us to find solutions even where we aren't yet - because finding global solutions IS our job. This is why we are constantly moving with our clients' business into new markets such as Oman, Tunisia and the Philippines over the past year to name a few.

Who Are We ?

Based in London, Transatlantic Law is managed by highly experienced international counsel who are dedicated to working with companies from an in-house perspective as an extension of their internal business teams.

By harnessing the abilities of top flight independent firms - and also individual counsel with special expertise where needed - we insure the delivery of partner level service and eliminate costly and unnecessary overhead. Through central coordination and administration, including billing, we also insure alignment of all our teams through one consistent, client driven service.

Not only do we relieve business of the task of finding and managing competent counsel in multiple locations, with our focus on results, we make sure our teams work for you, doing your work as you want it to be done, requiring and applying the highest standards.

Your Standards.

Other Services

Aside from labor and employment, we also cover the globe in all key areas of business law including:

General Counsel Service: For companies in need of a single source of international business law expertise, we can provide a dedicated international counsel to cover the world from any region as needed for the business.

Project Management: For companies wanting special coordination of particular cross border projects.

Mergers, Acquisitions & Divestments: Managing and executing phases of the investment or divestment process, including due diligence for buyers/sellers, legal & antitrust clearances, negotiation and execution of transactions.

Corporate Restructuring: Corporate reorganizations and downsizing, including managing all aspects of commercial, labor and refinancing.

Commercial Law: Complex commercial contracts for cross-border transactions adapted to the laws of countries.

IT/IP Law: Comprehensive IT and IP support including licensing, joint ventures, OEM and bundling agreements, trademark registrations and disputes, marketing issues, software agreements, e-commerce and managing litigation.

Litigation, Corporate Investigations and Litigation Management: Investigating, organizing and defending legal claims, including negotiating solutions through alternative dispute resolution mechanisms and arbitration.

International Trade and Regulation: Assessing regulatory requirements on investments and growing businesses, including trade and customs barriers and requirements, making key contacts with government regulators and finding solutions to regulatory roadblocks.

Property Law: All aspects of property development, including industrial leases, acquisition of major property sites and developments and termination of long term commitments.

Corporate Recovery: collecting corporate debt & assets, including working with receivers, liquidators and trustees.

Market Access and Investment Strategy: identifying the right market and technical requirements of investment, as well as business partners, including investigating possible governmental funding options.

And this is just part of what we do.

Fee Structures and Service Pledge

We are committed to providing cost efficient and flexible fee structures depending on the type of assignment.

And we are committed to beating the market consistently in how we charge because our lower overheads allow us to do so without sacrificing quality or dedication.

Our service pledge goes hand in hand with how we cost our services:

You will always have a partner dedicated to your work.

We only use experienced counsel on our teams.

We deliver results not paperwork.

And if you are not satisfied, we will not only change the lawyer, we will change the team - something other firms simply cannot do.

To Us Law IS Business. We See Things Your Way.

The Team

Key team members / global and regional services

The following is a cross-section of key team member responsible for our global and regional practice groups. You can contact us for individual country team profiles.



Erik D. Lazar
Director & Founder
Coordinator, European
Union and Global Projects

Erik founded Transatlantic Law International after more than 15 years of international legal and management experience including in European General Counsel positions for Fortune 50 companies.

Erik specializes in management of cross-border projects, international transactions, antitrust, global labor law and commercial agreements. In M&A he has completed or negotiated over 80 transactions with a deal value of more than \$5 billion in every European country since 1992, ranging from mid-cap single country acquisitions to billion-dollar cross border acquisitions and joint ventures.

Prior to moving to Europe in 1991, Erik worked as a corporate and litigation lawyer in major U.S. law firms in Boston and New York.



C. Matt Keen
Coordinator, Global Labor
and Employment; Head, US
Labor and Employment Team

A partner in one of the largest labor law firms in the United States, Matt heads the US labor & employment group practice which provides labor law coverage throughout the country.

Matt is recognized as a leading labor and employment lawyer by The Best Lawyers in America and his practice includes litigation in state and federal courts, representing clients before the National Labor Relations Board and advising clients on equal employment opportunity and wage and hour issues.

Matt also litigates matters involving ERISA, non-competition and trade secrets, workplace injuries and other contract and tort claims. Matt was selected as one of the leading employment lawyers in North Carolina by Chambers USA America's Leading Business Lawyers, as well as North Carolina Legal Elite and Super Lawyers.

Matt has lectured on various employment law topics before business groups and has written numerous articles for legal and employment journals and has also contributed to a treatise on the Americans with Disabilities Act. Matt graduated from North Carolina



Barry Stanton
Coordinator, Global Labor &
Employment Law; Head, UK
Labor & Employment Law Team

Head of our UK labor team and a Member of our Global Labor and Employment Team Barry advises multinational clients on the entire range of labor and employment issues under UK and European law.

Barry is a regular speaker at seminars on topical employment issues and has written the employment chapters in a book on Employers Liability (Butterworths 2003).

He is also often quoted on legal matters in the London Independent and The Times. He has also appeared on Radio 4 to discuss issues surrounding Family Friendly working time. A member of the Employment Lawyers Association, he regularly appears before the (UK) Employment Tribunal on behalf of corporate clients and was formerly a partner in a major national London-based firm.

Barry is a graduate of Manchester University and qualified as a solicitor in 1991.

The Team

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Jitka Smith
Coordinator,
Central and Eastern Europe

As leader of the group practice in the region. Jitka has significant experience as lead counsel for numerous large scale projects and investments and in general international business law, including financial transactions, mergers and acquisitions, and all aspects of labor law in Central and Eastern Europe.

Jitka regularly multi jurisdictional legal support on an ongoing basis to multinational and regional companies. In the area of labor law she advises on issues in connection with employee share option plans and implementation issues under Czech law and labor law compliance issues.

Jitka is a graduate of The John Marshall Law School, Chicago, Illinois, and Charles University, Prague, Czech Republic. She also studied at Humboldt University, Berlin, Germany. She is a member of the Illinois State Bar Association and the Czech Bar Association. Ms. Smith is fluent in Czech, English, and German, and competent in Russian.



Dr. Anke Freckmann,
Germany
Coordinator,
German Labor Team

Anke as head of the German labor team is specialized in national and international labor law, advising national and international clients, with an extensive background in restructuring companies, coordination of disciplinary proceeding, advising general and strategic employment issues, drafting employment contracts, work agreements including agreements with unions, general and specific employment due diligence investigations, and pleadings in court proceedings and before arbitration committees.

She was admitted as Attorney in 1995 and did her legal research for her PhD in Cambridge at the Gonville Caius College and was with two major German firms before moving to our labor law affiliate in Cologne in May 2007. She is publisher and author of a number of books. In addition she has published various legal articles and lectures companies and investors globally on German labor law.



Stéphane Konkoly,
Switzerland -
Coordinator,
Swiss Labor Team

A graduate from New York University (LL.M., 1998) and French and German speaking lawyer, Stéphane is head of the labor and employment team for Swiss based multinationals and in this capacity has coordinated dozens of assignments internationally in this sector.

His expertise is in corporate law and contract law including labor law. He acts for a variety of international clients and has a substantial experience in cross border corporate and structured finance work as well. A graduate of the University of Neuchatel, he also holds an LLM for New York University in 1998.

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Key team members / global and regional services

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Shantanu Surpure
Coordinator,
India

Shantanu Surpure heads our affiliate which has offices in both Mumbai and Silicon Valley.

Shantanu focuses on corporate, M&A and venture capital and private equity transactions and has extensive experience in representing venture capital and private equity funds in fund formations and venture capital and private equity financings. His team has broad capacity also in general business law issues related to doing business in India including labor law and disputes.

Our Indian team also has dedicated correspondents in Dehli, Bangalore and other major centers so that we can offer a comprehensive approach to issues across the subcontinent.

Shantanu is a Charter Member of The Indus Entrepreneurs (TiE) and is active in mentoring entrepreneurs and start-up companies in developing the Silicon Valley "ecosystem" in India. Shantanu is also a founder director of the Mumbai Angels, which is an initiative for organized angel investing in India.

Shantanu holds a BA from Brown University/London School of Economics, an MA Juris from Oxford University and a Juris Doctor from Columbia Law School. Shantanu is admitted to practice law in India, California, New York and England and Wales.



Susan de Silva
Coordinator,
Asia - Pacific

Susan has over 20 years of corporate and commercial experience as a lawyer in Singapore and England. She is consistently named as one of the leading lawyers in Asia-Pacific rankings for (amongst other areas) corporate/mergers and acquisitions, labor & employment law, and environmental law.

Susan has advised clients in numerous cross-border transactions in the region including in Singapore and Malaysia, India, China, Thailand and Indonesia.

She also advises regularly on a wide range of employment law issues, including formation of the employment relationship, employee incentive schemes, occupational health and safety, transfers of employment, confidentiality agreements and, in particular termination of employment. Susan has an LL.B Honors from the University of Singapore (1983), is an admitted Advocate and Solicitor in Singapore and Malaysia and has also been admitted as a solicitor in England and Wales in 1998.



Philip Mitchell
Coordinator,
Australia - New Zealand
and Pacific

Philip has more than 20 years experience as a legal advisor to overseas enterprises doing business in Australia and the Asia-Pacific region.

He is chief international partner with our Australian affiliate and coordinates all matters in the Australia - New Zealand region as well as the Pacific.

Philip spent two years in Tokyo on secondment to the head office of a major Japanese corporation. He has traveled extensively on business throughout Asia, Europe and North America. Philip has wide experience in international business law including labor law and mergers and acquisitions. Philip speaks English and Japanese fluently.

A graduate from the Australian National University in Law and Asian Studies, and a barrister and solicitor in several Australian jurisdictions, Philip is also actively involved in numerous regional and international trade and professional groups.

The Team

Key team members / global and regional services

The following is a cross-section of key team member responsible for our global and regional practice groups. You can contact us for individual country team profiles.



Steven Huang
Coordinator, China

Steven is a senior partner with our China affiliate, with a particular emphasis on foreign direct investments, general corporate, mergers and acquisitions, intellectual property, IT and telecommunication, venture capital, and international trade.

Steven has extensive experience in representing international and local clients in investment projects in China in a wide range of industries. He has helped numerous clients in their incorporation of foreign-invested enterprises, acquisition of assets and equities from Chinese companies, and restructuring of investment in China. Steven also advises foreign and local businesses on general corporate and commercial matters such as industry policy, administrative approval, trade, real estate, intellectual property, employment, foreign exchange and tax.

Steven was born and grew up in Shanghai. He holds two Chinese law degrees, as well as an LLM from University of San Francisco. Before joining our China affiliate, Steven worked as a Chinese legal counsel for a leading Australian law firm, and later as a partner with a premier Chinese law firm. He also worked for a Fortune 500 company as its senior in-house counsel. Steven speaks fluent English, Mandarin and Shanghai dialect.



Juan R. Larrouy
Coordinator,
Latin America

Head of the labor department with our Latin American coordinating firm, Juan manages cross-border labor issues in the Latin American region and in Argentina for Transatlantic clients. He earned his law degree from Universidad de Buenos Aires, and was admitted to practice in 1991. His areas of practice include consultancy and preventive advice in human resources, salaries and benefits, employment law (individual and collective aspects), social security, and workers' compensation regulations. He also deals with labor litigation both before judicial and administrative courts.

He actively participates in the negotiation of collective bargaining agreements and in complex restructuring and downsizing processes, as well as due diligence audits for mergers and acquisitions of local and foreign companies. He was previously a senior lawyer in two international Argentinian firms, De Diego & Asociados (1994-2002), and in Allende & Brea (2003-2005).

Juan has published several articles related to his areas of practice, and participated in courses and seminars on collective negotiation, labor and employment policies and risk prevention. He is member of the Buenos Aires Bar Association and the San Isidro Bar Association. Juan speaks fluent English as well as Spanish.

Country Coverage

EMEA

Austria
Belgium
Bulgaria
Croatia
Cyprus
Czech Republic
Denmark
Dubai
Estonia
Finland
France
Germany
Greece
Hungary
Ireland
Israel
Italy
Jordan
Latvia
Lebanon
Lithuania
Luxembourg
Morocco
The Netherlands
Nigeria
Norway
Oman
Poland
Portugal
Qatar
Romania
Senegal
Serbia
Slovakia
Slovenia
South Africa
Spain
Sweden
Switzerland
Tunisia
Turkey
United Kingdom

USA

Labor and Employment Law: national coverage through affiliated offices in 25 states and correspondents in all others

Business Law / Other: Correspondents in Northeast, Southeast, Midwest and West Coast

Russia / CIS

Russia
Kazakhstan
Ukraine

Latin America

Argentina
Brazil
Chile
Colombia
Mexico
Panama
Peru
Uruguay
Venezuela

Asia

Australia
China
India
Indonesia
Japan
South Korea
Malaysia
New Zealand
Pakistan
Philippines
Singapore
Taiwan
Thailand
Vietnam

Interested?

To find out more please contact us at any time so we can find out what we can do together to help support your business requirements anywhere and any time.

We Are.

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