

ALLEN & OVERY



Supporting you on
cross-border issues

Global Employment & Benefits group

Who are we?

With over 180 lawyers in 26 countries across Asia, Europe, the Middle East and the U.S., Allen & Overy's global Employment & Benefits group is one of the best-resourced global practices in its field. Our network comprises some of the world's most experienced and highly regarded specialists in employment and benefits law. We pride ourselves on our truly integrated approach, built up over many years through close teamworking and collaboration, enabling us to offer our clients a seamless cross-border service of the highest quality.

YOUR KEY CONTACT



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"I find them to be very efficient and you get a seamless service, particularly on cross-border matters."

Chambers Global 2018 (Employment)

"As an international player, it brings a whole range of seamless legal services to the table."

Chambers Global 2018 (Employment)

"There are no other firms that can give us the support that Allen & Overy give us across the world. They are really open to what we need and getting it to us in a really creative way – they have a can-do attitude."

Chambers UK 2017 (Employment: UK-wide – client quotes)

"We ask them advice about an impossible situation and they always find a creative way of solving it in a calm and effective way."

Chambers Europe 2018 (Employment)

"The team offers excellent client service in a timely, pragmatic and commercial manner."

Chambers UK 2018
(Employee Share Schemes & Incentives Department)

Solutions-led advice across the board

We advise clients on a full range of employment and benefits issues, both local and global, contentious and non-contentious, advisory and corporate transactional.

How we can help

Our approach is very much that of a partnership, working in collaboration with clients to develop individual and creative solutions to their workplace and benefits needs.

We are accessible, pragmatic and hands-on, with expertise in communicating directly with workers, employee representatives and regulatory authorities on HR and reward issues.

Employee agreements

Workplace issues and policies

Remuneration and executive issues

Equity incentives

Works councils and labour relations

Impact of corporate M&A and insolvency

Restructuring and redundancies

Litigation

Internal investigations

Data protection

Crisis management

Retirement benefits

Experienced in cross-border projects

We have a wealth of experience in global employment and benefits projects. By way of example, we have advised:

A major financial institution

on a review, from a legal compliance and best practice perspective, of its employee handbook and employment contracts and on the implementation of changes in 57 countries.

A U.S. investment bank

on the introduction of a global notice and restrictive covenant agreement for executive directors and managing directors worldwide.

An international food company

on (a) high-profile termination cases of executives (including multi-jurisdictional features based on salary splits) and (b) the multi-jurisdictional (for 25 EU Member States) design and implementation of privacy policies, codes of conduct and whistle-blowing policies, responding to compliance and risk management objectives.

A global pharma group

on the consequences of a takeover including the multi-jurisdictional integration into its business and the ensuing reorganisation and restructuring in over 20 jurisdictions.

A global mail delivery services company

on European Works Council and local works council agreements in relation to its restructuring and cost-saving strategy for the next years with 4,000 jobs affected.

An international security systems company

on the operation of its executive equity compensation plan in approximately 38 countries. This involved advising on both the tax and securities law aspects, working with 14 Allen & Overy offices, as well as other law firms.

A multinational media company

on the employment aspects of its sale of a business unit, involving managing and coordinating the employment workstream in 46 countries across APAC, LATAM, EMEA and the U.S. and involving over 800 employees.

A global financial institution

on the harmonisation of its terms and conditions across 55 countries and the planned global introduction of an implemented single employment contract.

Several international corporations

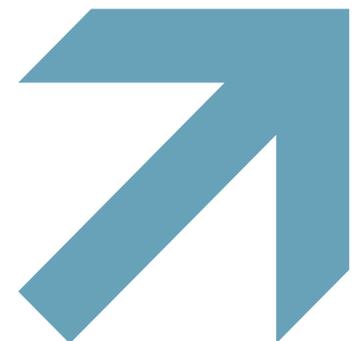
on the share incentives issues following their initial public offering.

A global bank and insurance group

on the design and global implementation of its new remuneration frameworks and related local remuneration policies.

One of the largest banking and financial services organisations

on the drafting the Company's revised remuneration policy; on the director's remuneration report and the introduction of clawback arrangements; and the structuring of the bank's fixed pay allowance/variable remuneration to ensure CRD IV and PRA compliance.



Adding value for our clients

Examples of value added services available to our Employment & Benefits clients:

THOUGHT LEADERSHIP AND MARKET INSIGHT

Crisis management

The first 24 hours are critical in managing a crisis. You need a plan, and the time to plan is when you have no crisis. Our 'Crisis management checklist – What to do on the day?' covers everything from appointing a crisis team to immediate action to protect the business and its customers. It deals with vital matters such as litigation issues, PR, briefings to board members, and regulatory and compliance considerations.

ONLINE SERVICES

Employment Restructuring Roadmap

This service enables you to manage key employment law obligations on a cross-border restructuring. Identify, at a glance, the applicable consultation and other procedural requirements, together with related timing and cost implications in 35 countries.

Global Shareweb

Through this service, you can access essential information on local regulatory, tax and other requirements relating to the implementation of global employee share plans in 50 countries.

Restrictive Covenants Around the Globe

This service provides a high-level overview of the key requirements applying to employment restrictive covenants in 30 countries across the U.S., Asia, Europe and the Middle East.

EVENTS AND TRAINING

We regularly host client seminars on legislative developments in different jurisdictions that affect your business when working cross-border. To maximise the value we can deliver to you, we will also be happy to do in-house training for your team, according to your specific needs.

APPS

Little Red App

This app provides key information and checklists on UK employment rights, including employment tribunal claims and process, statutory payments and redundancy rights.

Access Assist

This data protection app helps you deal with requests by employees, customers or others for access to the personal data you hold, together with targeted summaries of legislation, case law and guidance.

ArbeidsApp

This app explains all elements of Allen & Overy's Dutch law standard employment contract and provides top tips and tricks. All our apps are available to download free from iTunes.

KEEPING UP TO SPEED

Legislation Tracker

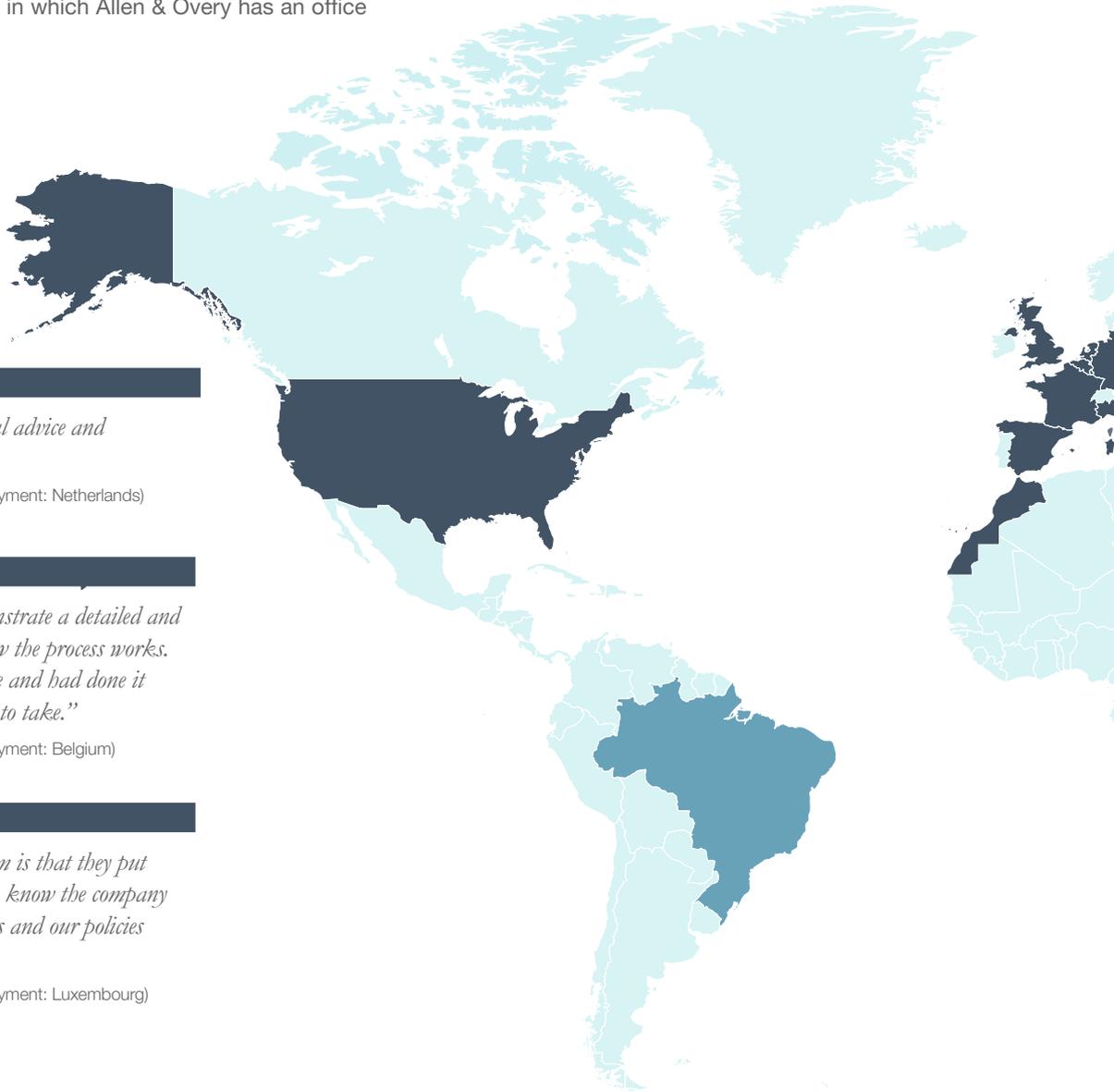
This is a quarterly publication which focuses on employment and pensions law developments at an EU and international level, covering recent and pending employment and pensions law developments across 18 key jurisdictions.

eLibrary and eAlerts

Our eLibrary contains all our newsletters, eAlerts and bulletins from across the firm in searchable form. Email alerts can be set up on subjects and jurisdictions which interest you.

Strong global presence

- Allen & Overy Employment & Benefits capability
- Other jurisdictions in which Allen & Overy has an office



NETHERLANDS

“Combination of strong legal advice and solution-driven approach.”

Chambers Europe 2018 (Employment: Netherlands)

BELGIUM

“Early on, they could demonstrate a detailed and sound understanding of how the process works. Clearly they had experience and had done it before, they knew the steps to take.”

Chambers Europe 2018 (Employment: Belgium)

LUXEMBOURG

“The added value of this firm is that they put a lot of effort into getting to know the company first; our culture, our values and our policies and procedures.”

Chambers Europe 2018 (Employment: Luxembourg)

SPAIN

“Flexibility, strong technical skills and client-oriented approach.”

Chambers Europe 2018 (Employment: Spain)

FRANCE

“The firm is very client-focused and is able to manage urgent matters calmly and thoroughly.”

Chambers Europe 2017 (Employment: France)

HUNGARY

“I think very highly of the firm. It is responsive and the work is of a high standard.”

Chambers Europe
(Employment: Hungary)

UK

“They are very client-oriented and invest time to understand our business and our business challenges.”

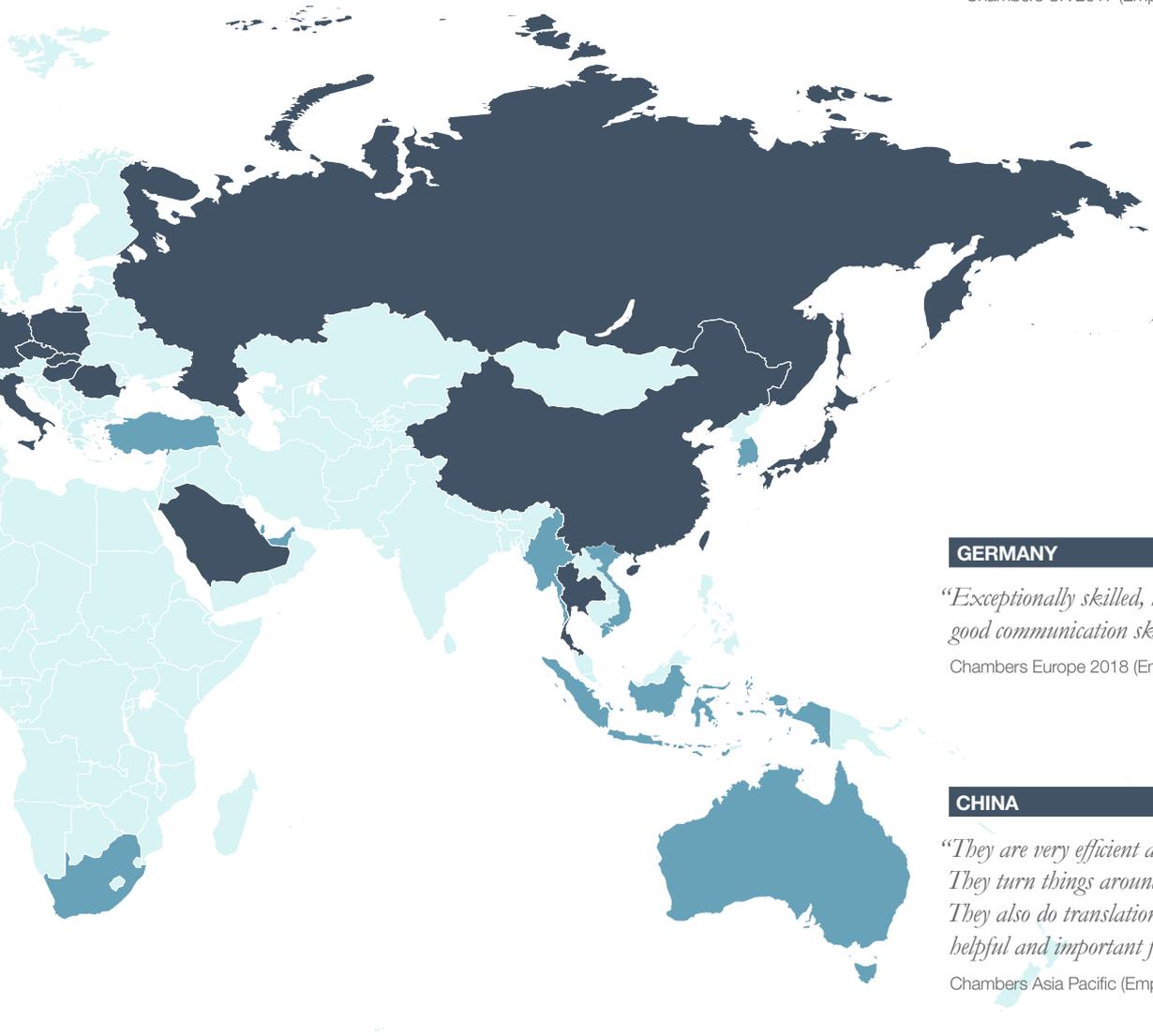
Chambers UK 2018 (Employment)

“You get a Rolls-Royce service; you are confident that every stone has been turned over.”

Chambers UK 2016 (Employment)

“There are no other firms that can give us the support that Allen & Overy give us across the world. They are really open to what we need and getting it to us in a really creative way – they have a can-do attitude.”

Chambers UK 2017 (Employment)

**GERMANY**

“Exceptionally skilled, highly practical with good communication skills and very responsive.”

Chambers Europe 2018 (Employment: Germany)

CHINA

“They are very efficient and responsive. They turn things around very quickly. They also do translation well, which is very helpful and important from our perspective.”

Chambers Asia Pacific (Employment: China)

ITALY

“The lawyers provide a very good service. They are always available and supportive, giving the client the answers they need.”

“They are very experienced and suitable for any type of questions the client may have.”

Chambers Europe 2018 (Employment: Italy)

SLOVAKIA

“I receive service of the highest quality.”

Chambers Europe 2018 (Employment)

HONG KONG

“They understand the local labour law very well and the market practice too. They know how best to protect the company’s interests and are strategic and reliable.”

Chambers Asia Pacific (Employment: Hong Kong)

Global key contacts

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“I think Allen & Overy is very good overall and very pragmatic at partner level. They are solution-oriented from a business perspective.”

Chambers Europe 2017 (Employment: Europe-wide)

UK – Employment



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UK – Pensions

UK – Pensions



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“They are really open to what we need and getting it to us in a really creative way. They really have a can-do attitude.”

Chambers Global 2017
(Employment: Global-wide)

China and Hong Kong



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“The team’s good in-depth strength and cross-border reach has helped us on technical issues in other territories.”

Chambers Global 2017 (Employment: Europe-wide)

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GLOBAL PRESENCE

Allen & Overy is an international legal practice with approximately 5,500 people, including some 550 partners, working in 44 offices worldwide. Allen & Overy LLP or an affiliated undertaking has an office in each of:

Abu Dhabi	Bucharest (associated office)	Ho Chi Minh City	Moscow	Seoul
Amsterdam	Budapest	Hong Kong	Munich	Shanghai
Antwerp	Casablanca	Istanbul	New York	Singapore
Bangkok	Doha	Jakarta (associated office)	Paris	Sydney
Barcelona	Dubai	Johannesburg	Perth	Tokyo
Beijing	Düsseldorf	London	Prague	Warsaw
Belfast	Frankfurt	Luxembourg	Riyadh (cooperation office)	Washington, D.C.
Bratislava	Hamburg	Madrid	Rome	Yangon
Brussels	Hanoi	Milan	São Paulo	

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