



# L&E GLOBAL

an alliance of employers' counsel worldwide





## ABOUT

L&E Global is an international alliance of law firms, which provide counsel to employers on labour relations, employment law, immigration law and employee benefits through 23 members, which have more than 1,500 attorneys across 5 continents.

*“At L&E Global, we understand that sophisticated clients want reliable and efficient advice from a legal team that thinks ‘outside-the-box’ and can address a broad range of labour and employment matters that multinationals face when operating in a particular jurisdiction or when they are preparing to enter a new market. Therefore, our goal is to provide top quality legal advice at competitive rates to employers worldwide, wherever they operate.”*  
– Mr. Chris Van Olmen, Chairman of L&E Global

## WHAT SETS US APART

In a world where law firms’ quality of service and fees are under constant pressure, L&E Global’s members and affiliates have successfully deepened and diversified their existing practices and industry sector strengths in order to help clients navigate legal and business challenges in a globalised world. To ensure the highest quality services in every jurisdiction, L&E Global created a cohesive client service strategy that is effectively responding to economic challenges and changing client expectations, as well as the internationalisation of legal services by delivering simplified billing arrangements and efficient cross-border advice and counsel from our members and affiliates. We offer, through our members and affiliates, a one-stop shop for all of a client’s employment law needs.

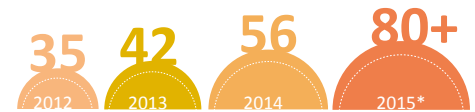
### Referrals



### International Projects



### Countries Involved





## MISSION

- **EFFICIENT HANDLING OF INTERNATIONAL LABOUR AND EMPLOYMENT MATTERS** - L&E Global's members are dedicated to providing multinational clients with global workplace law advice and representation. Our members are recognised as experts in their field and cooperate effectively as colleagues, which creates the experience of a "global legal services alliance".
- **QUALITY CONTROL AND CONSISTENCY** - L&E Global's quality control system QualityWorkx© and seamless management ensures the sustainable delivery of consistent, high-quality services in every jurisdiction.
- **FLEXIBLE FEE ARRANGEMENTS** - L&E Global's members provide top quality legal advice across the globe at a moment's notice and by working efficiently across borders we can offer our services at competitive rates.



## OUR DEPTH OF EXPERIENCE

- Assessing workplace compliance challenges
- Cross-border trade union actions
- Collective redundancies
- Transfer of undertakings
- Data protection
- Employee codes of conduct, policies, and work rules
- Minimising and defending claims of discrimination
- Pensions and other employee benefits
- Global mobility/immigration
- Training Programs – Executives, Company, Seminars, Workshops

*Chambers  
and Partners  
Partners and  
Firms Ranked*



*The Legal 500  
Partners and  
Firms Ranked*



\*The Legal 500 does not research employment law practices in Romania or India.



# OUR CLIENTS

- As law firms and practices experienced in representing employers, our member firms work closely with corporate, legal, and human resources departments and corporate executives to address the strategic and tactical issues that arise in the workplace.
- Our members' clients range from large, multinational corporations to entrepreneurial and emerging companies seeking to enter international markets.
- Our member firms offer comprehensive experience in a very broad array of sectors and industries including, amongst others:
  - financial and insurance services
  - manufacturing
  - pharmaceuticals
  - telecommunications and information services
  - high-tech
  - retail
  - energy
  - engineering



**1500+** Attorneys  
Worldwide

## Member Firms Over the Years

**06**  
2011

**23**  
2016





# WE COVER THE WORLD



## **AUSTRALIA** - Harmers Workplace Lawyers

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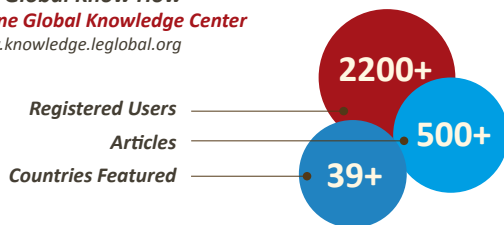
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**L&E Global Know How**  
**Online Global Knowledge Center**  
 www.knowledge.leglobal.org



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# PRAISE FOR THE L&E GLOBAL INTERNATIONAL ALLIANCE



## **HARMERS** AUSTRALIA - Harmers Workplace Lawyers:

With offices in Sydney, Melbourne and Brisbane, Harmers Workplace Lawyers won the 2015 & 2016 Australasian Law Awards for “*Employment Law Specialist Firm of the Year*”; the Legal Media Group Euromoney Australasian “*Women in Business Law Awards*” (for “*Best Firm in Sydney for Women in Business Law*” 2012 – 2013 and “*Best Firm for Work-Life Balance*” in 2014); as well as several global awards for “*Employment/Industrial Law Firm of the Year – Australia*” (2011 – 2014). “*Specialist firm Harmers Workplace Lawyers acts for corporations from a wide range of industries and has distinct claimant expertise.*” – The Legal 500

## **GERLACH** AUSTRIA - Gerlach Rechtsanwälte:

Rechtsanwälte

Based in Vienna, the firm is recommended for employment law by Best Lawyers®, Format Anwaltsranking, The Legal 500, Practical Law Company and Legal Media Group. “*Employment boutique Gerlach Rechtsanwälte acts for employers and employees and is particularly active in litigation.*” – The Legal 500

## Van Olmen & Wynant BELGIUM - Van Olmen & Wynant:

Based in Brussels, the firm and its founding partners have been endorsed by PLC/Which Lawyer and recognized by Chambers and Partners and The Legal 500. “*Strong choice for public sector employment issues, acting for a number of former state-owned companies across telecoms, postal services and transport. Also active in employment litigation, including cases relating to dismissals and workplace discrimination.*” – Chambers

## **BRAZIL** - TozziniFreire Advogados:

With offices throughout Brazil, including São Paulo, Rio de Janeiro, Brasília, Campinas and Porto Alegre, TozziniFreire Advogados has been recognized as a first-tier firm by Chambers Latin America and The Legal 500, along with other international and national specialised publications. “*Deep bench strength with a reputation for providing expert litigation advice. Able to tackle the full range of labour issues, including immigration and global mobility matters.*” – Chambers

Business Development Highlights

200+% **GROWTH** in our international projects in 2015

85+ **LAW FIRMS** that we worked with around the world in 2015



**CANADA** - Filion Wakely Thorup Angeletti LLP:

With offices across Ontario, including Toronto, London and Hamilton, the firm has been recognized by Chambers Canada and The Legal 500 Canada. *“Ontario-based boutique with a dedicated labour and employment focus. The firm is singled out for its adept handling of labour negotiations and grievance arbitrations.”* – Chambers



**FRANCE** - Flichy Grangé Avocats:

Based in Paris, Flichy Grangé Avocats has been recognized as a first-tier firm by The Legal 500 and Chambers Europe. The firm was recently awarded the first prize in the *“Reorganization, Social Restructuring and Inherent Litigation”* category at the 16th Session of the Law Trophies organized by Leaders League. *“Specialist employment firm that handles the full range of labour issues. Advises on M&A, collective redundancies and restructuring. Contentious work covers litigation with works councils as well as individual cases. Employee savings schemes, benefits and social security matters also fall within its expertise. Noted for its international client list.”* – Chambers



**CHINA** - Zhong Lun Law Firm:

With offices across Mainland China, including Beijing and Shanghai, the firm has more than 200 partners and 900 professionals. Zhong Lun frequently receives accolades from esteemed legal insiders: Chambers Asia awarded Zhong Lun *“PRC Law Firm of the Year”* in 2014 and China Law & Practice named Zhong Lun *“Labor & Employment Firm of the Year 2016 (China)”*. *“Offers well-rounded expertise in employment law, with a depth of knowledge of human resource (HR) management. A good track record of dealing with ‘dispatched employee’ issues and corporate downsizing operations. Attracts a wide range of international companies and large SOE clients from the energy, IT and engineering services sectors.”* – Chambers



**GERMANY** - Pusch Wahlig Legal:

With offices in Berlin, Düsseldorf and Frankfurt am Main, the firm has been recognized by The Legal 500, Chambers, Best Lawyers® and Juve. *“Employment boutique with a pronounced focus on international employment issues. Benefits from its membership of the L&E Global network, providing outbound advice to large domestic enterprises. Recommended for business restructurings including top-level management reorganisations, executive departures, mass lay-offs and branch closures.”* – Chambers





**NUMBER OF PROJECTS**  
with 5+ countries involved



**DIFFERENT COUNTRIES**  
involved in projects (Up from 56 in 2014)



**INDIA - IndusLaw:**

With offices throughout India, including Bangalore, Mumbai and Delhi, IndusLaw is a multi-specialty firm that advises a wide range of international and domestic clients across a variety of sectors. Avik Biswas, Partner and Head of the Employment Law Practice Group, is ranked by Chambers and Partners as one of India’s highly recommended employment lawyers. *“He is noted as “sound in his knowledge” of employment issues in a variety of industry sectors, particularly the technology industry. He is well practiced in such matters as employment contracts, compensation and benefits and audits.”* – Chambers



**LUXEMBOURG - KLEYR | GRASSO:**

Based in Luxembourg, the Social and Employment Law practice at Kleyr | Grasso has been recognized as a first-tier firm by Chambers Europe and The Legal 500. *“Highly reputed practice that advises clients on individual and collective, contentious and non-contentious, domestic and cross-border employment law issues. Recent experience includes restructurings, terminations and harassment claims.”* – Chambers



**ITALY - LABLAW:**

With offices throughout Italy, including Milan, Naples, Bari, Genoa, Padua and Pescara, LABLAW has been recognized as a top-tier labour and employment law firm by Chambers and The Legal 500 and was awarded “Italian Law Firm of the Year 2011” by The Lawyer European Awards. *“Large team of diverse competencies, well resourced to cover all manner of issues, with particular strength in transactional support, restructurings, union negotiations and litigation. Acts for a varied mix of domestic and international clients across the finance, media, energy and retail sectors.”* – Chambers



**MEXICO - De La Vega & Martinez Rojas S.C.:**

Based in Mexico City, prominent labor and employment law partners Oscar De La Vega and Dr. Ricardo Martinez Rojas lead a team of experienced attorneys and offer multinationals innovative labor and employment law solutions, with specific expertise in litigation, advice and counseling, benefits planning and negotiating collective agreements. According to Chambers, *“sources are full of praise for [Oscar De La Vega], with peers describing him as “a star in this field.”* The Legal 500 identified Dr. Ricardo Martinez Rojas as *“one of the leading labour lawyers in Mexico.”*

PALTHE  
OBERMAN

## THE NETHERLANDS - Palthe Oberman:

Based in Amsterdam, the firm has been recognized by both Chambers and The Legal 500. *“Specialised employment boutique with wide-ranging coverage, including employment contracts, outsourcing, transfers, restructuring, HR management and individual, collective and executive terminations. Also experienced at dealing with works councils and unions. Particular expertise in the public sector.”* – Chambers

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sbm

## NEW ZEALAND - SBM Legal:

Based in Auckland, SBM Legal has been recognized as a first-tier firm by Chambers and The Legal 500. *“Highly recommended specialist employment law firm offering seasoned practitioners. Notable areas of expertise include guiding clients through sensitive workplace investigations, defence of unfair dismissal claims and industrial relations matters including collective agreement negotiations and strike action preventions.”* - Chambers

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SBDL  
STORENG  
BECK &  
DUE LUND

## NORWAY - Storeng, Beck & Due Lund ANS:

Based in Oslo, the firm has been recognized by both Chambers and The Legal 500. *“Well-regarded team with notable expertise in contractual issues, personal data and employee termination. Also handles downsizing, discrimination, harassment and transfer of undertaking issues.”* – Chambers

SOBCZYK  
& współpracownicy

## POLAND - A. Sobczyk & Współpracownicy:

With offices in Cracow and Warsaw, A. Sobczyk & Współpracownicy Law Office is considered one of the leading Polish law firms specialising in labour law according to both national (Rzeczpospolita and Forbes Poland) and international ratings (Chambers, The Legal 500, PLC Which Lawyer). *“Pre-eminent compact firm with a robust bench of employment law specialists. Regularly attracts prestigious domestic and multinational clients. Commendable breadth of expertise, encompassing union negotiations and large-scale redundancies, amongst other areas.”* – Chambers

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MORAIS LEITÃO  
GALVÃO TELES  
SOARES DA SILVA

## PORTUGAL - Morais Leitão, Galvão Teles, Soares da Silva:

With offices in Lisbon, Porto and Funchal (Madeira), MLGTS has been recognized as a first-tier firm by Chambers Europe and The Legal 500. *“Market-leading [labour and social security] practice recognised for its strength in complex employment litigation. Provides comprehensive labour and social security advice to an impressive roster of clients from a wide range of industries, including major players in the financial services, energy and communications sectors. Frequently assists with issues relating to large corporate restructurings and business transfers.”* – Chambers

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M

## ROMANIA - Magda Volonciu & Asociatii:

With offices in Bucharest and Constanța, Magda Volonciu & Asociatii has an excellent reputation both nationally and internationally and is considered the best law firm specialising in labour law and industrial relations in Romania. Partner Magda Volonciu was designated by Chambers as *“the most influential lawyer in the field of labour law in Romania.”*

## **BS.** **SPAIN** - Bufete Suárez de Vivero:

Based in Barcelona, the firm has been recognized by Chambers, The Legal 500, Best Lawyers and the International Who's Who of Management Labour & Employment. *"Specialised employment firm that often acts on either the company or employee side of top management dismissal cases and harassment claims. Has had remarkable success in attracting instructions from international companies looking to litigate in Spain. Also assists smaller domestic companies and works councils with collective agreements."* – Chambers

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## **CEDERQUIST** **SWEDEN** - Cederquist:

Based in Stockholm, the attorneys in the employment and benefits practice are consistently top-ranked in leading market publications such as Chambers Europe and The Legal 500. *"Well regarded for assisting organisations with employment litigation. Solid reputation for advising clients from the banking, media and telecommunications sectors on collective agreements and corporate reorganisations."* - Chambers

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## **SWITZERLAND** - Humbert Heinzen Lerch:

Humbert Heinzen Lerch is a Swiss boutique law firm based in Zurich. The firm is well-known for providing exceptional service and pragmatic advice. The employment practice handles the full range of employment law services for businesses and individuals both nationally and internationally, including social security, data protection, immigration and employment litigation. The labour and employment team consists of seasoned lawyers who have accumulated years of experience with business law firms and as in-house counsels of international corporations. Partner André Lerch has been recognized by the International Who's Who of Management Labour & Employment 2016.

## **CLYDE&CO** **UNITED KINGDOM** - Clyde & Co:

This renowned global law firm has one of the largest market-leading employment, pensions and immigration practice groups within the UK. Chambers highlighted that Clyde & Co.'s employment practice is *"recognised for its expertise in handling employment litigation, particularly disputes relating to financial services and the insurance sector. Provides a full range of employment advice with notable work on cross-border matters."*

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## **Jackson Lewis** **UNITED STATES** - Jackson Lewis P.C.:

Jackson Lewis P.C. has more than 800 attorneys in 60 locations throughout the United States and Puerto Rico. For the 11th consecutive year (2016), Jackson Lewis was recognized for delivering client service excellence to the world's largest corporations, once again earning a spot on the BTI Client Service A-Team. Jackson Lewis has also been recognized by in-house counsel of Fortune 1000 companies following a comprehensive survey, as *"the single highest-ranked firm clients want by their side in employment battles."* In addition, Jackson Lewis is ranked in the First Tier nationally in the category of Labor and Employment Litigation, as well as in both Employment Law and Labor Law on behalf of Management in the U.S. News – Best Lawyers® *"Best Law Firms,"* and is recognized by Chambers and Legal 500. As an *"AmLaw 100"* firm, Jackson Lewis has one of the most active employment litigation practices in the United States, with a current caseload of over 5000 litigations and approximately 300 class actions.





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A STRONG AND RELIABLE ALLIANCE  
THAT WORKS FOR YOU,  
WHEREVER YOU ARE,  
ACROSS THE GLOBE.

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