



**L&E GLOBAL**

Alliance of Employers' Counsel Worldwide

[leglobal.law](http://leglobal.law)

# SERVICE AND QUALITY ARE THE LEITMOTIFS OF EVERYTHING WE DO AT L&E GLOBAL

L&E Global is the worldwide leader for cross-border labour and employment law services. Whether you require advice and support in one jurisdiction or across the globe, L&E Global firms have a shared culture and built-in processes to ensure that you receive outstanding, seamless service. L&E Global delivers a simplified attorney-client relationship in regard to billing, point-of- contact, and overall advice and counsel, by offering a one-stop-shop solution for all your employment law needs.

Spanning 6 continents, L&E Global's member firms have more than 1,750 employment law specialists working from 170+ offices internationally. Together with our best friend firms, we cover 80+ countries worldwide. Our clients range from large, multinational corporations to entrepreneurial and emerging companies seeking to enter international markets.

We work closely with corporate, legal, and human resources departments, as well as top executives across a variety of sectors and industries. Client services include strategic and tactical advice on workplace issues.

Over the years, L&E Global has received accolades from esteemed legal industry insiders, including, among others, Chambers Global ('Elite' Global-Wide Employment Law Networks), The Lawyer Awards ('Global Network of the Year') and The Financial Times Innovative Lawyers Report (Commended as a 'Legal Industry Pioneer'..).



'L&E Global has a strong international presence with members in numerous jurisdictions. Members possess a recognised regional footprint and are able to present clients with a truly international outlook. A source claims: 'They have a strong network internationally, and contacts in different jurisdictions, so they are able to provide a service to clients who need assistance in other parts of the world.'

– Chambers Global

# MISSION

IN OUR EVER-EVOLVING QUEST TO PROVIDE INNOVATIVE SOLUTIONS TO OUR CLIENTS, WE HAVE ADOPTED THREE CORE PRINCIPLES:

## 1. EFFICIENT HANDLING OF INTERNATIONAL LABOUR AND EMPLOYMENT MATTERS –

This requires the operation of seamless cross-border teams, who are able to function as a single, unified entity. We believe that L&E Global is truly defining a new standard in global law firm alliances.

## 2. QUALITY CONTROL AND CONSISTENCY –

Our clients tell us that in multi-jurisdictional matters and comparative studies, they benefit not only from our extensive international footprint, but also from our high degree of partner involvement, which ensures the continuity, reliability and efficiency of our services.

Our experience taught us that there are a number of components required for the delivery of a seamless service:

- Dedicated, appropriately staffed client team
- Single point of contact
- Simplified billing arrangements
- Efficient cross-border advice and counsel

## 3. FLEXIBLE FEE ARRANGEMENTS –

With L&E Global firms, clients receive high value services at competitive rates, from dedicated lawyers who work side-by-side with them to establish long-term business relationships. Our members also have experience working with alternative pricing arrangements such as blended rates, fixed fees, capped fees, success fees and more, and they are prepared to work with you to reach an agreement that best suits your needs and your budget.



‘Excellent level of expertise’ that is particularly sought after for ‘highly technical issues in employment and social security law’. Its lawyers, who are ‘available, very responsive and have great listening skills.’

– The Legal 500 EMEA

# OUR EXPERTISE

## GLOBAL PRESENCE, LOCAL PERSPECTIVE

Even in the era of far-reaching international trade agreements and regional economic and political partnerships, the majority of laws and regulations governing the workplace are still determined by the individual countries where employees work. Employment and pension law is comprehensive, but also complex and at times even contradictory.

Our contacts with employment lawyers in 80+ countries worldwide help clients navigate the maze of employment regulations, contractual agreements and other legal requirements employers have to contend with in their business. In addition, we help our clients become more efficient by assisting in the business decision process and pointing out ways of implementing decisions as early and as cost-effectively as possible. Our lawyers discuss the risks, opportunities and alternatives available to clients. Our employment law specialists counsel clients on labour law issues affecting businesses across the globe, including:

- Assessing workplace compliance challenges
- Works council – co-determination and consultation
- 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
- Trainings programs – Executives, Company,
- Seminars, Webinars, Workshops



‘Strong experience advising international companies.’  
– The Legal 500 EMEA

# OUR CLIENTS

In a world where law firms' quality of service and fees are under constant pressure, L&E Global's member firms have successfully deepened and diversified their existing practices in order to provide comprehensive employment law services to clients ranging from large, multinational corporations to entrepreneurial and emerging companies seeking to enter international markets.

In order to better meet the needs of our clients and to reflect the reality of their business, we have bundled our expertise into several key sectors:

- Technology, Media & Communications
- Financial services
- Manufacturing
- Pharmaceuticals & Lifesciences
- Consumer Products
- Retail
- Energy
- Automotive



'Exceptional value on content and guidance for all employment law topics and timely responses.'

– Chambers Europe



# SELECTION OF CLIENT ENGAGEMENTS

- L&E GLOBAL's member firms were selected by an e-procurement platform enterprise to transform the client's legal structure into a Societas Europaea. Countries involved: Germany, Austria, France, Italy, Hungary, the Netherlands, Poland, Slovakia and Spain.
- L&E GLOBAL, together with Clyde & Co UK, submitted an RfQ for a diversity and inclusion project for a publisher. All firms involved were subsequently instructed. The following countries were requested: UK, Germany, Spain, Norway, Sweden, USA, South Africa, Australia, New Zealand, China, Japan, Singapore, South Korea, Taiwan, Malaysia and India.
- L&E GLOBAL's member firms are acting for an American multinational investment firm: advice on global diversity and inclusion issues in Australia, Brazil, Canada, China, France, Germany, Hong Kong, India, Indonesia, Italy, Ireland, Japan, Korea, Luxembourg, the Netherlands, Nigeria, Peru, Singapore, Spain, South Africa, the UAE and the UK.
- L&E GLOBAL's member firms are assisting an American commercial real estate company that provides flexible shared workspaces for technology start-ups and services for other enterprises: the client requested advice on global diversity and inclusion. Jurisdictions involved are Argentina, Australia, Brazil, Colombia, Germany, Israel, Japan, Mexico, Singapore, South Korea and the UK.
- L&E GLOBAL, together with Jackson Lewis (USA), was retained to conduct global employment law due diligence by an investment firm in an acquisition. The firms involved in the due diligence projects: the UK, the Netherlands, Spain, China, Canada, France, Portugal, Switzerland, Germany, Romania and our best friends in Bulgaria, Denmark, South Africa and Greece.
- L&E GLOBAL secured a new client: a platform that helps companies through the process of hiring, onboarding and then providing contractors with HR services, leading to instructions in Brazil, Italy, India, Sweden, Australia, Singapore, Bosnia and Denmark.

# GLOBAL PARTNERSHIPS

L&E Global regularly sponsors and participates in international conferences presented by prestigious institutions.

## OUR COMMITMENT TO SOCIETY

Increasingly, society expects businesses to integrate Corporate Social Responsibility (CSR) and sustainability into their operations. L&E Global and our member firms are dedicated to improving the community of employers and employees, and the field of labour and employment law in general and have consequently developed a variety of programmes and policies to effect positive change.

### BEST IN CLASS

Many of our firms provide legal advice to charitable institutions on a pro bono basis including, among many others:



# LEGAL TECHNOLOGY

The world is changing, and innovation is key in every business, including the legal industry. At L&E Global we have an international team that is working across borders on legal technology. L&E Global is a member of the European Legal Technology Association (ELTA), an association of law firms, companies, legal technology providers, start-ups, and individuals in Europe. L&E Global is continuously researching and working with legal technology tools which can be an added value to our clients in order to save billing time and consequently provide the client with specific advice more efficiently.

## JacksonLewis

Jackson Lewis named “Best in Innovation” in the inaugural edition of BTI Legal Innovation and Technology Outlook. “These firms are reshaping the legal market,” said Michael Rynowecer, President and Founder of BTI. “They stand out as being able to put together the broadest, most impactful and robust innovation and technology strategies, and as being the most innovative.”



‘Very detail-oriented, patient and able to assess things from the client’s standpoint.’

– Chambers Asia Pacific

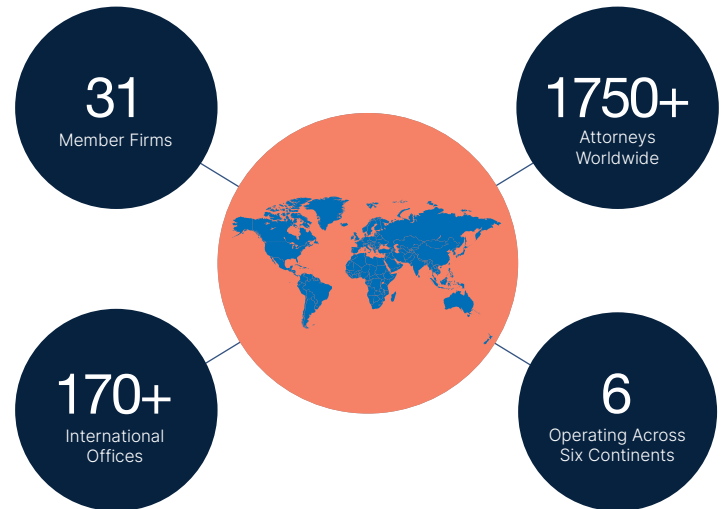


# ENRICHED SERVICES

L&E Global has developed specialised, client-focused knowhow products and services on a global scale, as part of our added-value services. L&E Global, together with our member firms, keep clients well-informed of the latest legal trends that could impact the workplace, by providing comprehensive legal analysis from around the world, now and in the future.

## L&E GLOBAL KNOWLEDGE CENTRE

From interactive microsites to international webinars, global handbooks and special reports on the latest legal developments impacting the workplace, clients can explore employment law resources from across the globe, together in one place – the **L&E Global Knowledge Centre** – the world at your fingertips!



## L&E COMPARE!

Our **Country Comparison Tool** gives a summary of the Employment Law of all jurisdictions covered by L&E Global. The information is sorted into 11 primary topics and 30+ secondary subjects and allows you to automatically generate a concise and workable country-by-country comparison of the issues, based on your chosen criteria.

## OPENING A BUSINESS IN

**L&E Global's Opening a Business In** e-compendium and interactive microsite present country-specific, tailor-made checklists and guidelines to assist employers seeking to open operations in a new jurisdiction. Each report provides insights into three key areas: (1) Labour and employment requirements; (2) Corporate requirements; and (3) payroll and benefits providers.

## EMPLOYMENT LAW TRACKER

**L&E Global's Employment Law Tracker** is our highly-anticipated monthly bulletin containing country-specific articles with an international focus, detailing recent case law, legislation or other workplace law-related observations that may impact the operations of clients in various sectors. Click here to subscribe now to receive the latest developments on all-things labour and employment law related, courtesy of L&E Global.

## EMPLOYMENT LAW OVERVIEWS

Discover the most important labour and employment rules, regulations and best practices governing the workplace, conveniently together in one place – **L&E Global's Employment Law Overviews 2022-2023**. Our popular series of Employment Law Overviews ('ELO') have become the go-to field guides for corporate, legal and HR decision-makers.



'The team members have considerable legal expertise and a desire to find a positive outcome and not just stick to the letter of the law, but to find a solution.'

– Chambers

Moreover, for companies operating in multiple countries, we offer the ELO 2022-23: Global Edition cross-border compendium, outlining the employment law regime across 28 jurisdictions worldwide. The ELO series is further enhanced by our interactive microsite. Our Country Comparison Tool pulls the latest data from the Employment Law Overviews, sorts the information into 11 primary topics and 30+/- secondary subjects, and allows you to automatically generate a concise and workable country-by-country comparison of the issues, based on your chosen criteria.

## GLOBAL HANDBOOKS

Our anthology of **global handbooks** provide practical advice and guidance to clients on a host of complex issues, across a variety of sectors and industries. With analyses from key jurisdictions throughout the globe, these comprehensive publications have become a valuable resource for HR professionals, employment and corporate attorneys, academics and jurists, worldwide.

## CROSS-BORDER REMOTE WORK FAQs

### • HANDBOOK AND MICROSITE

L&E Global launched the latest addition to our global publication series in July 2021, on the trending topic: **Cross-Border Remote Work FAQs**. These insightful guides (and dedicated microsite) focus on one of the most important trends reshaping the workplace in the 21st Century – foreign nationals working remotely for a foreign employer in a host country. L&E Global's Cross-Border Remote Work FAQs present timely insights and analysis on a range of labour issues that have surged in the wake of the Covid-19 pandemic. We specifically created this series to deal with questions that frequently arise with regard to:

- work authorisation and visa requirements;
- applicability of local social security and other payroll obligations;
- circumstances that could subject the remote worker to local employment law regulations;
- specific rules that govern remote work in the host country;
- employee's exposure to local income tax; and
- permanent establishment risks for the foreign company by virtue of the remote worker's activities.

# WE COVER THE WORLD



'I really appreciate the availability and the willingness to create, innovate and find solutions.'  
– Chambers Europe





## ARGENTINA

- Buenos Aires
- 'Exquisite knowledge and experience in labour and employment law. This team goes the extra mile and has excellent commercial insight.' Tier 3, The Legal 500 Latin America 2025.
- 'Allende & Brea is a vital legal partner that provides comprehensive support tailored to meet our specific needs. They offer solid and clear advice on how to proceed in delicate matters.' Band 3, Chambers Latin America 2025.

**Nicolás Grandi**

Partner

[ngrandi@allende.com](mailto:ngrandi@allende.com)



'High-quality service and immediate availability to the client,' adding: "Their biggest strength is the timeliness with which they respond to demands.'

– Chambers Latin America



## AUSTRALIA

- Sydney, Melbourne and Brisbane
- Harmers won the 2023 Australasian Law Award for “Employment Law Specialist Firm of the Year”; the 2023 HRD Magazine’s HR Service Provider Awards: “Gold Medal Winner for Employment Law”; and was the recipient of the 2023 Australian Lawyers Weekly “Diversity Law Firm of the Year”.
- ‘Michael is an excellent leader of the team, watched over the case with an eagle eye and always had solutions and counter-arguments to what the other side threw at us. He has a very empathetic response and a great commercial approach to the other side’s tactics.’ **Band 4, Chambers Asia Pacific 2024.**
- ‘Specialist knowledge in workplace relations. Absolute reliability even when there is a big unexpected development and workload.’ **Tier 5, The Asia Pacific Legal 500 in 2024.**
- Chairman, Michael Harmer was also the “Exclusive Winner in Australia for Labour & Employment

Law” in the 2022 Lexology Client Choice Awards, featured in the “Hall of Fame” for the Asia Pacific Legal 500 (2021-2024), and won the Lawyer Monthly 2022 & 2023 “Employment Law Lawyer of the Year – Australia.” He is also a Who’s Who Legal Global Thought Leader for Employment & Labour Law (2023 & 2024).

**Michael Harmer**  
Partner

[michael.harmer@harmers.com.au](mailto:michael.harmer@harmers.com.au)





# Van Olmen & Wynant

## BELGIUM

- Brussels
- 'The firm truly understands the business challenges and strategies of its clients.' Band 3, Chambers Europe 2024.
- 'It is a team with high level specialists. Their availability is great. They usually have the most recent information and share it proactively. Excellent follow-up on files and deadlines. Very good network of influence.' Tier 2, The Legal 500 in 2024.

### Chris Van Olmen

Partner

[chris.van.olmen@vow.be](mailto:chris.van.olmen@vow.be)



'Their lawyers provide innovative solutions to complex problems.'

– Chambers Europe





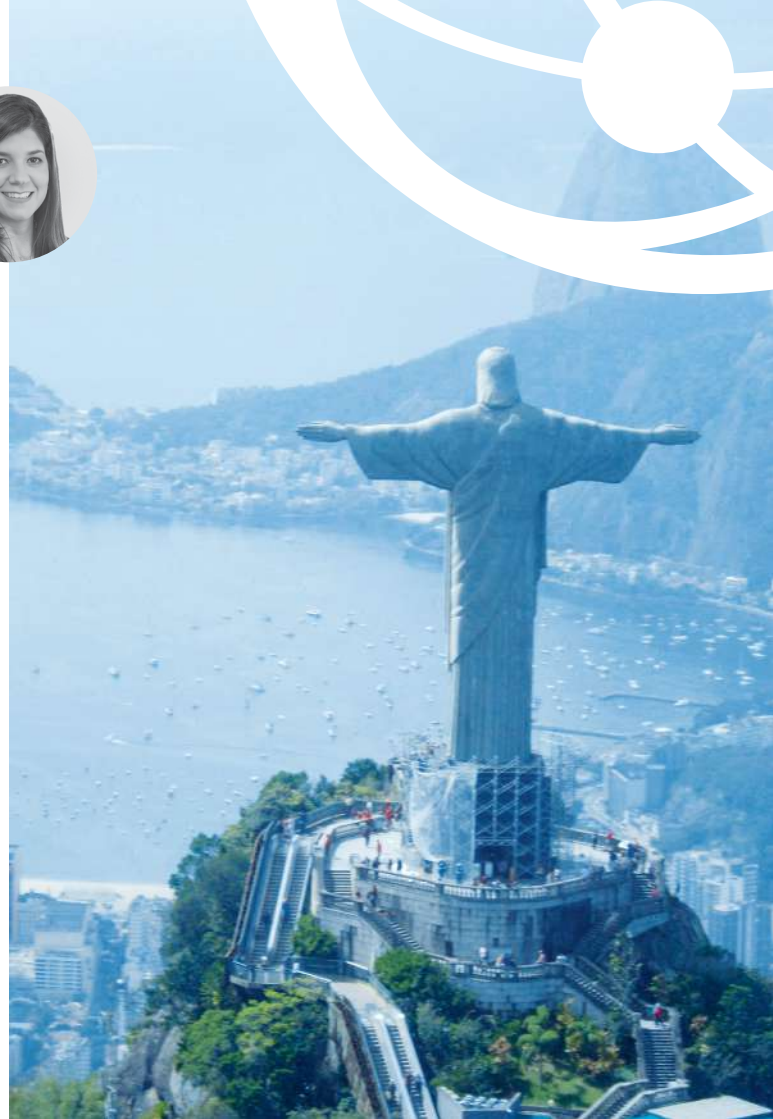
## BRAZIL

- Offices across Brazil, including Sao Paulo, Rio de Janeiro, Brasilia, Campinas and Porto Alegre
- 'It is a firm that brings together highly qualified professionals, aligned with strategic business needs and who provide personalised service.' Tier 1, The Legal 500 Latin America 2025.
- 'The team is in synergy and always prepared to delve deeper into topics and the company's reality.' Band 2 The Elite, Chambers Brazil 2024.

### **Gabriela Lima Arantes**

Partner

[Glima@tozzinifreire.com.br](mailto:Glima@tozzinifreire.com.br)







## CANADA

- Toronto, London, Hamilton, Kitchener-Waterloo
- 'Filion has a highly cohesive team, one that has an exceptionally high standard of work and client-management skills.' Band 2 Ontario, Chambers Canada 2025.
- 'They understand both the nuances of our business and of Canadian law, which makes them agile and able to handle all of our issues and requests.' Band 3 Nationwide, Chambers Canada 2025.

### Robert Bayne

Partner

[rbayne@filion.on.ca](mailto:rbayne@filion.on.ca)



'Very skilled and solution-oriented, able to give hands-on advice and suggest alternatives based on their solid in-depth knowledge.'

– Chambers Europe



## CHILE

- Santiago de Chile
- ‘Cariola Díez Pérez-Cotapos’ lawyers always reply very quickly and practically, focusing on the alternatives we need to be provided with.’ Band 4, Chambers Latin America 2025.
- ‘Expert lawyers in the field, always up to date on regulatory changes, and very quick to meet clients’ requirements.’ Tier 3, The Legal 500 Latin America 2025.

**Ignacia López,**  
Partner,  
[ilopez@cariola.cl](mailto:ilopez@cariola.cl)





## CHINA

- 'The labour team demonstrates exceptional expertise and a proactive approach in addressing clients' concerns, providing prompt responses and practical and effective solutions.' **Band 1, Chambers Greater China Region Guide 2024.**
- 'Zhong Lun has been our external retained legal counsel for years - the labour team demonstrates exceptional expertise and a proactive approach in addressing client concerns, providing prompt responses and practical and effective solution.' **Tier 1, The Legal 500 Asia-Pacific 2024.**

**Carol Zhu,**  
Partner,  
[CarolZhu@zhonglun.com](mailto:CarolZhu@zhonglun.com)





## COLOMBIA

- Bogotá and Medellín
- 'López & Asociados has a world-class team. They offer the best analytical and professional capabilities and share a clear vision with the growth of the organisation as a priority.' Band 1, Chambers Latin America 2025.
- 'A precise and successful firm in all of its processes. The team instils great trust and its support is decisive both in day-to-day matters and in very critical moments, such as the pandemic. Lawyers are knowledgeable, reliable and always ready. Its results are excellent in the vast majority of cases.' Tier 1, The Legal 500 Latin America 2025.

**Angélica María Carrión Barrero**

Partner

[angelica.carrion@lopezasociados.net](mailto:angelica.carrion@lopezasociados.net)





# HAVEL & PARTNERS

CONNECTED THROUGH SUCCESS

## CZECH REPUBLIC

- Prague, Brno, Bratislava, Pilsen, Olomouc and Ostrava
- 'The lawyers at Havel & Partners not only think about things from a legal perspective, but also from a business perspective, assessing the risks and impacts of potential decisions on our business.' **Band 3, Chambers Europe 2024.**
- The team is available for any questions we might have and responds very quickly and precisely to our answers. In our branch, time is one of the most crucial factors, and therefore we highly appreciate the availability and quality of the responses. **Top collaboration.' Tier 5, The Legal 500 in 2024.**

**Jan Koval**

Partner

jan.koval@havelpartners.cz



Flichy  
Grangé  
AVOCATS

droit social  
labor law



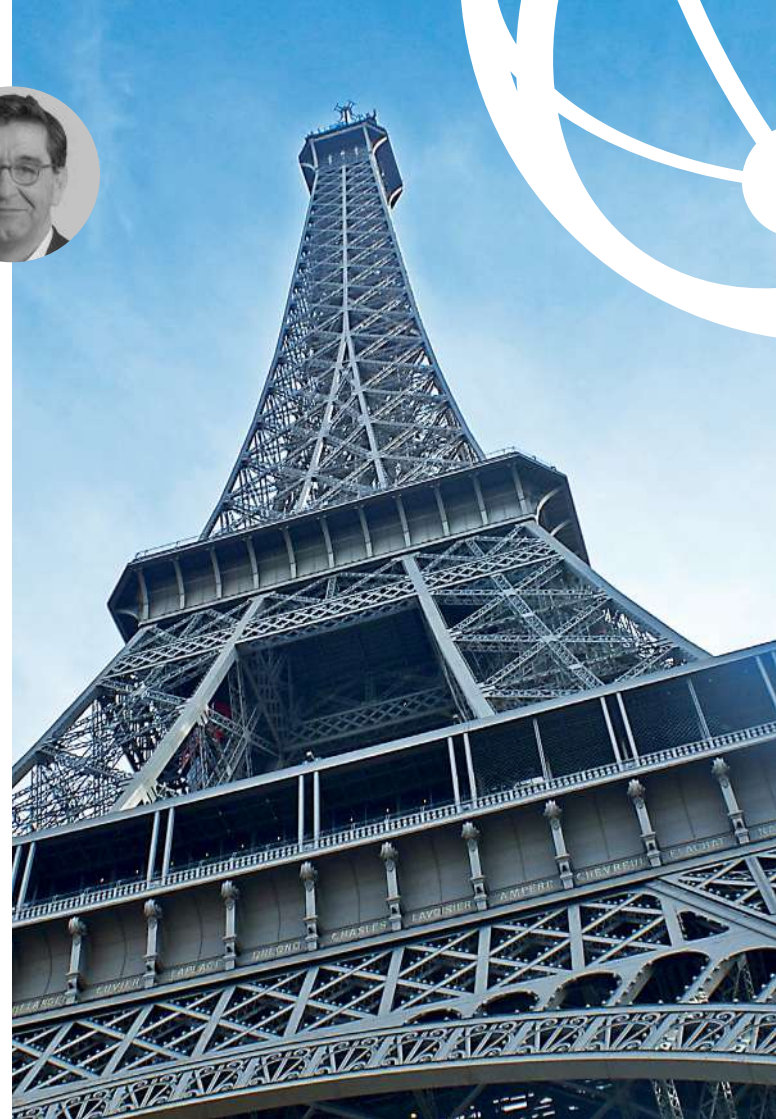
## FRANCE

- Paris
- 'Flichy Grangé Avocats has a very high level of competence combined with great responsiveness and a very strong capacity to adapt to sometimes very tight deadlines.' Band 1 Chambers Europe 2024.
- 'Very good command of social law. Experts on the subject. Major investments made in recent years in their global L&E network which allows them to handle international files. Great adaptability and responsiveness of the teams.' Tier 1, The Legal 500 in 2024.

**Joël Grangé**

Partner

[grange@flichy.com](mailto:grange@flichy.com)







## GERMANY

- Berlin, Düsseldorf, Frankfurt am Main, Munich, Hamburg and Cologne
- 'They are very pragmatic when it comes down to it. They think beyond the particular case and have a really good understanding of the business context.' **Band 3 Chambers Europe 2024.**
- 'The team actually works as a team - when assigning colleagues, we look at who has the best competence and capacity across locations. The internal coordination across Germany is very good and has no complications.' **Tier 2, The Legal 500 in 2024.**

### Tobias Pusch

Partner  
pusch@pwwl.de



**KHAITAN  
& CO** ADVOCATES  
SINCE 1911



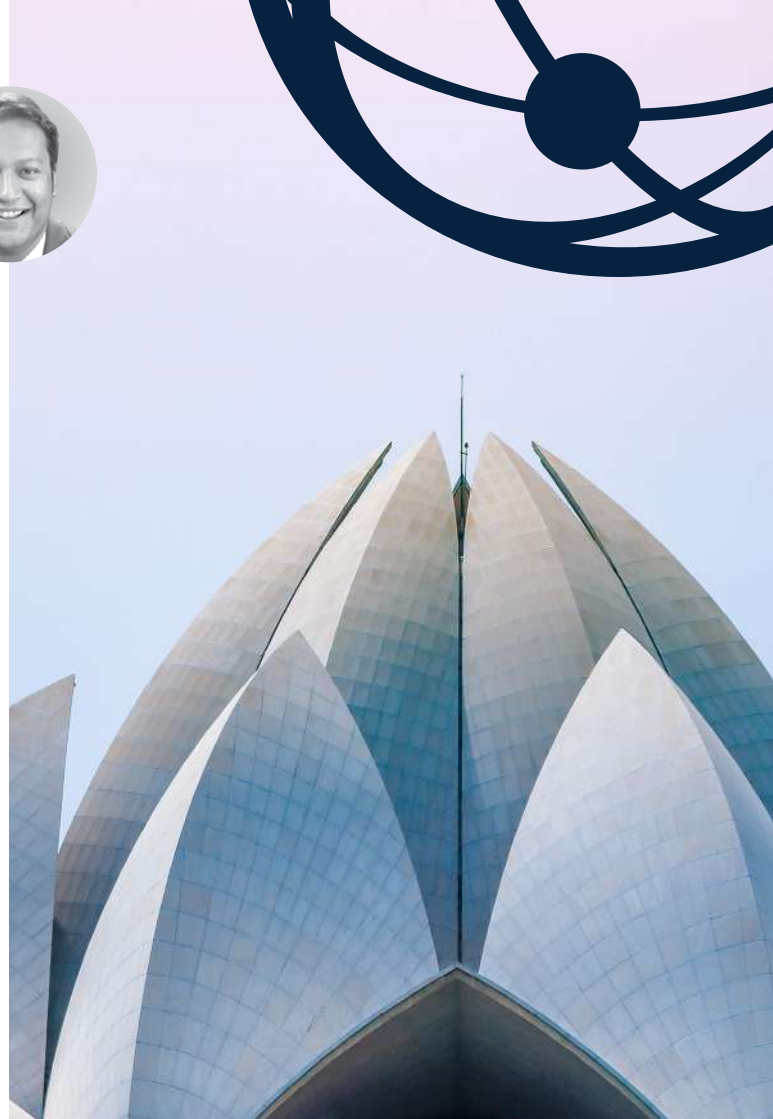
## INDIA

- Offices throughout India, including Bangalore, Mumbai and Delhi
- Counting major domestic and international corporates among its impressive roster of clients, Khaiitan & Co. assists on the full-range of contentious and non-contentious employment matters, including industrial disputes, workplace harassment and discrimination, and workforce management matters. Tier 1, The Legal 500 Asia-Pacific 2024.
- 'They provide practical and actionable advice. They have great response times and there is solid quality through the team.' Band 3, Chambers Asia-Pacific 2024.

### **Avik Biswas**

Partner

[avik.biswas@induslaw.com](mailto:avik.biswas@induslaw.com)







**LK SHIELDS**  
YOUR LEGAL COUNSEL

## IRELAND

- Dublin
- Partner and head of Employment, Pensions and Employee Benefits Aoife is head of LK Shields Employment, Pensions and Employee Benefits Group and has extensive experience in all aspects of employment law, both contentious and non-contentious.
- “LK Shields are very thorough and detailed, and will also go the extra mile.’ **Band 3 Chambers Europe 2024.**
- ‘Diverse team with a panel of legal experts for all aspects of commercial and employment law. Highly responsive with response times, providing detailed and relevant advice at all times.’ **Tier 2, The Legal 500 in 2024.**

### **Aoife Bradley**

Partner

[abradley@lkshields.ie](mailto:abradley@lkshields.ie)



ZAMBELLI & PARTNERS



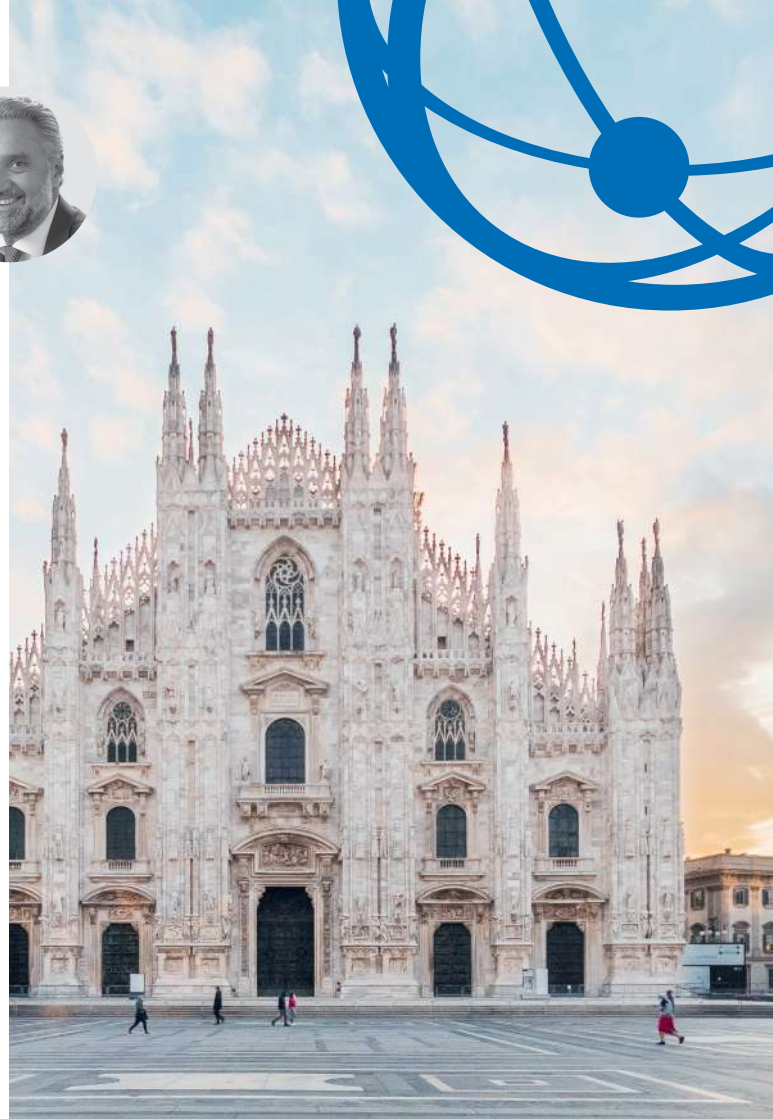
## ITALY

- Milan
- 'They are very responsive, precise and pragmatic in their approach.' Band 3 Chambers Europe 2024.
- 'The legal team is very client-oriented, accessible and practical.' Tier 3, The Legal 500 in 2024.

### Angelo Zambelli

Partner

[angelo.zambelli@zambellipartners.com](mailto:angelo.zambelli@zambellipartners.com)





## JAPAN

- Tokyo
- 'Atsumi & Sakai provides prompt responses, detailed and well-considered explanations, along with great recommendations and risk analysis.' **Band 4, Chambers Asia-Pacific 2024.**
- Tatsuo Yamashima and Emi Uchida jointly lead Atsumi & Sakai's team, which assists an array of long-standing clients with the full spectrum of labour and employment law matters including labour procedures, employment agreements, directors and officer's service contracts, and work rule issues. For contentious work, clients rely on Yamashima and Hisashi Miyatsuka. The group also offers immigration expertise and utilises the knowledge present in the firm's wider regulatory and tax groups to assist with employee benefit issues. **Tier 3, The Legal 500 Asia-Pacific in 2024.**

### **Tatsuo Yamashima**

Partner

tatsuo.yamashima@aplaw.jp



De la Vega &  
Martínez Rojas, S.C.

ABOGADOS



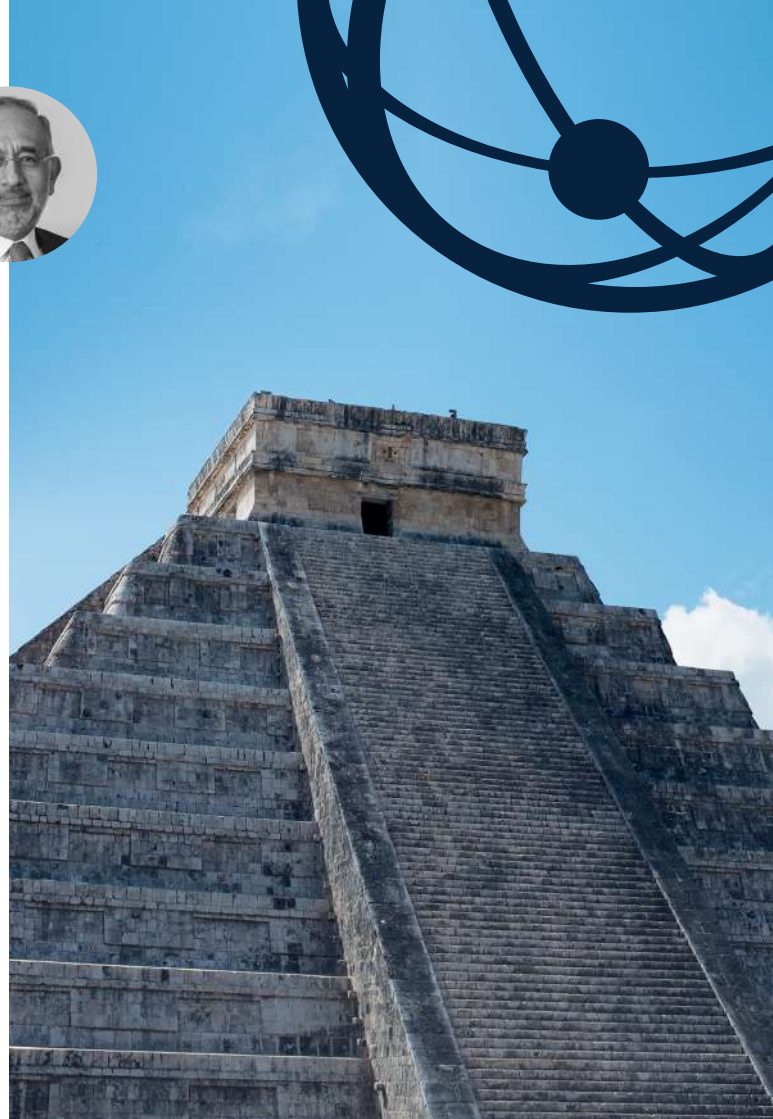
## MEXICO

- Mexico City
- 'De la Vega & Martínez Rojas are a great firm with excellent professionals. They understand your needs and offer practical and creative solutions, having good insight into market conditions.' Band 2, Chambers Latin America 2025.
- 'The firm and its associates have a clear and deep vision of the Mexican market, they can manage and report in other languages, the level of labour expertise is very high. The level of discussion that can be had with De la Vega & Martinez Rojas is very illustrative, deep and practical, so conclusions can be reached that facilitate the operation of the business.' Tier 1, The Legal 500 Latin America 2025.

**Oscar De La Vega Gomez**

Partner

[odelavega@dlvmr.com.mx](mailto:odelavega@dlvmr.com.mx)







P A L T H E  
O B E R M A N  
advocaten

## THE NETHERLANDS

- Amsterdam
- 'The Palthe Oberman team are extremely capable, responsive, concise and friendly.' Band 4 Chambers Europe 2024.
- 'The team offers everything you'd expect from high-quality legal support: reliability, reactivity, the feeling that they are a partner with a good knowledge of your file and its history, providing advice that is always practical, and offering solutions to any legal or practical issue. Everything goes smoothly with this team.' Tier 5, The Legal 500 in 2024.

### Christiaan Oberman

Partner

[oberman@paltheoberman.nl](mailto:oberman@paltheoberman.nl)

# Helmr



## NORWAY

- Oslo
- 'Helmr provides great support and advice.' Band 4 Chambers Europe 2024.
- 'The team is extremely hands on, and will have a good follow up on matters that affect the delivery. They are easy to contact and communicate with in a matter that makes us as clients calm and feel taken care of. The team is, in our opinion, by far one of the most proactive teams we have worked with.' Tier 4, The Legal 500 in 2024.

### Håkon Andreassen

Partner

[hakon.andreassen@helmr.no](mailto:hakon.andreassen@helmr.no)





ESTUDIO  
**MUÑOZ**

MUÑOZ  
OLAYA  
MELÉNDEZ  
CASTRO  
ONO  
& HERRERA  
Abogados

## PERU

- Based in Lima, the firm has 11 offices across Peru
- 'Excellent professionals, efficient and viable solutions.' Tier 2, The Legal 500 Latin America 2025.
- 'The firm's answers are clear and straightforward. They provide not only accurate information but also a solid legal basis, giving us the confidence and knowledge needed to move forward on the issues.' Band 4, Chambers Latin America 2025.

### César Puntriano

Partner

[cpuntriano@munizlaw.com](mailto:cpuntriano@munizlaw.com)



**VILLARAZA  
& ANGANGCO**  
THE FIRM · EST. 1980



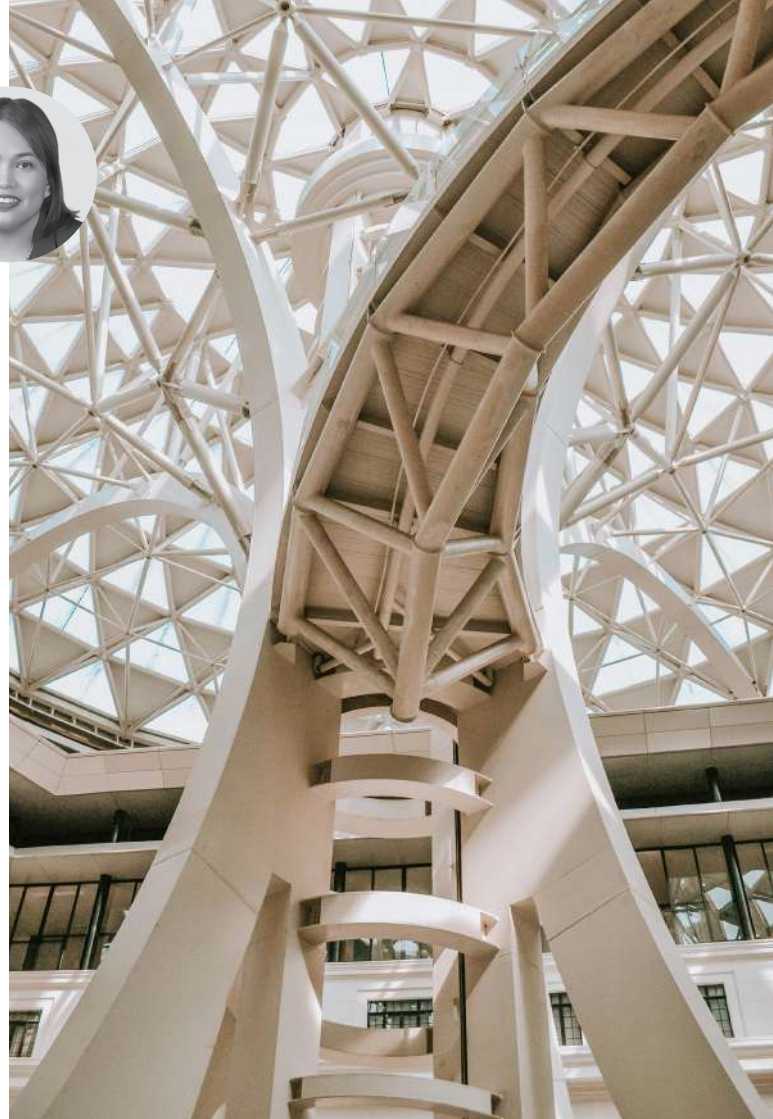
## PHILIPPINES

- 'They understand our objectives within the industry and market in which we operate and they provide commercial and pragmatic advice which takes into account real-world risk profiles. Villaraza & Angangco will always strive to deliver.' **Band 2, Chambers Asia-Pacific 2024.**
- 'Apart from the technical expertise that the firm brings in, they go to great lengths to protect the interest of their clients and are transparent in discussing all of the intricacies and issues of the case they are handling.' **Tier 2, The Legal 500 Asia-Pacific 2024.**

**Rashel Ann C. Pomoy**

Partner

[rc.pomoy@thefirmva.com](mailto:rc.pomoy@thefirmva.com)







SOBCZYK  
& współpracownicy

## POLAND

- Cracow and Warsaw
- 'When new law appears and people are figuring out how to implement and apply it, the team thinks of new ways and perspectives that others do not think of.' Band 3, Chambers Europe 2024.

**Arkadiusz Sobczyk**

Partner

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## PORTUGAL

- 'SRS is always aware of what is needed to clarify our doubts. It has a dedicated team that is always available.' Band 1, Chambers Europe 2024.
- 'Excellent performance, response time, and accuracy.' Tier 1, The Legal 500 in 2024.

### César Sá Esteves

Partner

[cesar.esteves@srslegal.pt](mailto:cesar.esteves@srslegal.pt)





**MAGDA VOLONCIU**  
& ASOCIAȚII

## ROMANIA

- Bucharest and Constanta
- Magda Volonciu & Associates is a specialist labour law boutique with widely admired expertise in employment disputes. The law firm is experienced in handling collective dismissals, as well as contract and trade union negotiations. It advises both international and domestic clients from a wide range of industries, including energy, transportation and banking. It defends clients in harassment and employer liability cases. **Band 2, Chambers Europe 2024.**
- 'They are always offering business-tailored solutions, being able to optimise and use a proper legal framework whilst providing practical advice and support.' **Tier 1, The Legal 500 in 2023.**

### Magda Volonciu

Partner

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## SINGAPORE

- 'Everyone, including the paralegals, is extremely responsive and professional. They also give very practical and commercial advice which we need for our industry.' Tier 2, The Legal 500 Asia-Pacific 2024.
- 'Thomas Choo is hands-down the best employment lawyer I have come across in Singapore. Not only is he responsive and proactive, he goes beyond what is typical of a lawyer and I would recommend him to anyone seeking employment advice in South East Asia.' Tier 2, The Legal 500 Asia-Pacific 2024.
- 'Thomas Choo, a very knowledgeable practitioner who is client-orientated and goes the extra mile both in service, quality and results.' Who is Who Legal 2022.

### Thomas Choo

Partner

[thomas.choo@clydeco.com](mailto:thomas.choo@clydeco.com)







# Suárez de Vivero

## SPAIN

- Barcelona and Madrid
- 'Its lawyers are problem solvers; I like the practical approach they give us.' Band 3 Chambers Europe 2024.

### Iván Suárez

Partner

[isuarez@suarezdevivero.com](mailto:isuarez@suarezdevivero.com)



CEDERQUIST



## SWEDEN

- Stockholm
- 'The team at Cederquist is very available and practical. It helps with practical solutions and is easy to deal with.' Band 1 Chambers Europe 2024.
- 'The team is prompt in their replies and gives clear answers.' Tier 1, The Legal 500 in 2024.

**Robert Stromberg**

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## SWITZERLAND

- Zurich
- Well-known for providing exceptional service and pragmatic advice. Full range of employment services, including social security, data protection, immigration and employment litigation. 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.
- Won 'Top Law Firm for Employment Law' by business magazine Bilanz and newspaper Le Temps.

### André Lerch

Partner

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## TAIWAN

- Taipei
- Lee and Li Attorneys at Law houses a leading employment team with a deep bench of experts who provide a range of services including non-compete cases, employee transfers and overtime matters. It is known for representing multinational companies in their activities in Taiwan and often engaged in handling acquisition-associated employment issues. In addition, the team advises extensively on compliance with labour laws and regulations. Lee and Li is also able to advise corporations on work rules, anti-harassment, and health and safety policies. Band 1, Chambers Greater China Region Guide 2024: Taiwan.

### Gary Chen

Partner

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# MOROĞLU ARSEVEN

## TÜRKIYE

- Istanbul
- 'Very organised team and ready to support whenever is needed, even when there are time zone constraints.' Tier 1, The Legal 500 in 2024.
- 'The team gives commercial sound advice and as a law firm instructing them they give me comfort that they will pay attention to my client in the same way as if they were being instructed directly' Tier 1, The Legal 500 in 2023.

**Burcu Tuzcu Ersin**

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# CLYDE&Co



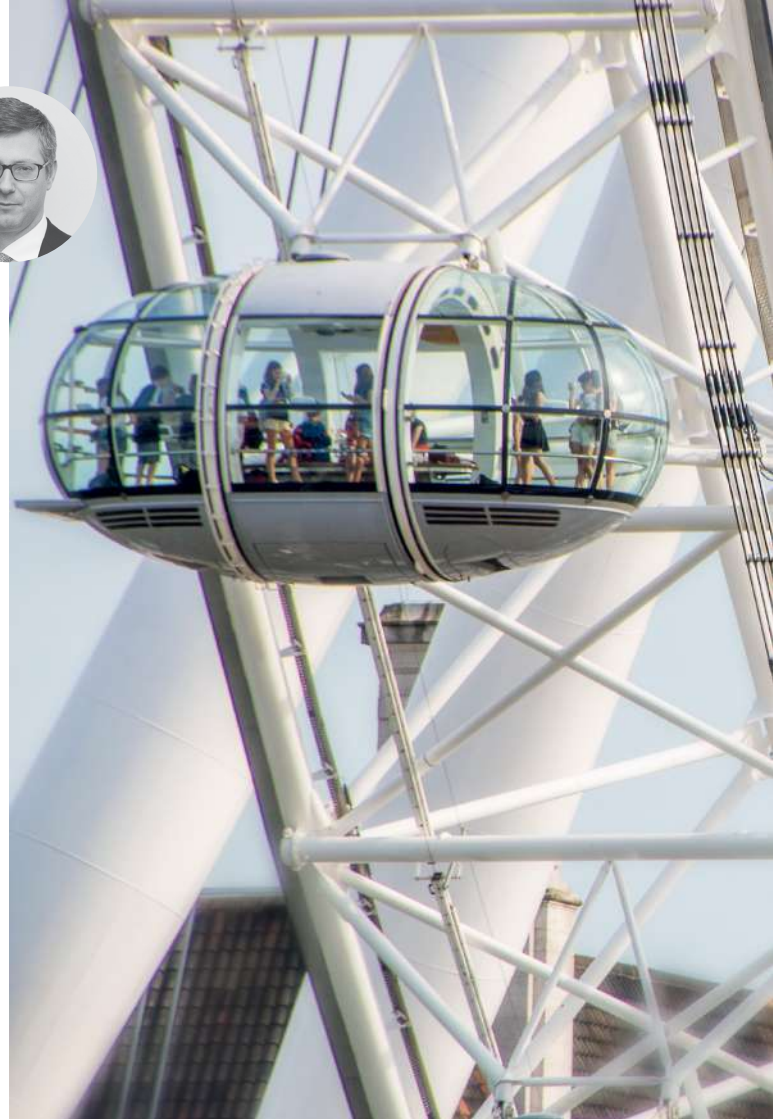
## UNITED KINGDOM

- London, Aberdeen, Edinburgh, Glasgow, Guildford, Leeds, Manchester, Newcastle, Oxford
- 'The team's advice is always clear, thorough and pragmatic' Band 2, Chambers UK 2025.
- 'The team has a strong work ethic and are all highly efficient and competent litigators. Everyone I have worked with in the team has good judgement; they know when to robustly defend their clients and when concessions are appropriate.' Tier 3, The Legal 500 UK 2025.

### **Robert Hill**

Partner

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# JacksonLewis

## UNITED STATES

- More than 950 attorneys working from 60+ locations throughout the US and Puerto Rico
- ‘Jackson Lewis and its attorneys are fantastic and have a proven ability to handle extremely complicated employment law matters.’ **Band 2, Chambers USA 2024.**
- ‘The Jackson Lewis team is unique in that it has a national practice and therefore sees the same national plaintiff firms over and over again, thereby understanding those firms’ tactics and how other judges ruled. This allows them to anticipate, pre-empt, or respond accordingly.’ **Tier 2, The Legal 500 in 2024.**

**John Sander**

Principal

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