



Employment & Benefits Paris

Overview of our Paris Employment & Benefits practice:

The Employment & Benefits Practice in Paris is part of White & Case's global network, which allows us to offer our clients multi-jurisdictional advice on complex cross-border transactions through close coordination with our highly-qualified colleagues throughout Europe and globally, who have extensive experience with employment legislation and business practices in their own jurisdictions. Our Paris team advise our domestic and international clients in French, English and German.

We work with employers from a broad range of industrial and financial sectors, ranging from major corporations and international companies to private equity firms and domestic, owner-managed businesses and partnerships. The range of industries in which our clients operate gives us a broad overview of issues and sector trends.

We have strong experience in cross-border work and in implementing new policies, procedures and benefit arrangements across a number of countries. White & Case's Paris Employment & Benefits team represents both French and US international companies in technical and complex labor litigations (collective redundancies, unfair competition, criminal actions against directors, discrimination) as well as our transnational labor litigations.

A large portion of our work in Paris consists of advising clients on day-to-day employment issues facing their French operations and human resources professionals. We also work closely with local and international M&A lawyers and other practice groups, including tax and real estate, to provide support regarding the employment aspects of mergers, acquisitions and other transactions, including due diligence and advice concerning the information and consultation requirements applicable to the employee representative bodies.

We also regularly advise French and international groups in relation to the drafting and implementation of global code of conduct and whistleblowing hotlines.

Our Paris Employment & Benefits Practice, at a Glance:

We have a long established experience not only in France, but in other European countries to offer solutions tailored to clients' objectives.

A full service offer on a wide range of products:

- Individual employment relations
- Collective and union relations
- Acquisitions and conformity due diligence
- Reorganizations and restructurings
- International mobility and assistance to foreign groups during their establishment in France
- Employment and social security status of managers and corporate officers
- Employee benefits, share schemes
- Individual disputes, collective disputes, actions for unfair competition, criminal proceedings under employment law, disputes before social security courts.

Over **100 employment lawyers in 23 countries** around the world ensure clients the local presence required to handle their global issues and needs.

Highlights on key recent transactions (2009-2010)

Litigation

Consulting Company

Advising and representing the French subsidiary of a consulting firm in relation with unfair competition acts from a former key executive. We obtained from the Commercial Court orders:

- (i) prohibiting the competitor to hire former employees of our court
- (ii) appointing an expert in the frame of Article 145 of Civil Proceedings Code, close to a discovery procedure. (2010)

Marriott Vacation Club International

Advising successfully MVCI relative to - a collective action initiated by 30 former employees made redundant and who were claiming for the nullity of the Employment Protection Plan and their reinstatement within MVCI. (2010)

International French Bank

Advising a leading French bank in high-profile disputes with former high ranking employees and traders dismissed by its Investment Bank subsidiary. (started in 2008)

International Bank

Advising an international bank in relation to complex labor litigation against one of its key executive dismissed for gross misconduct following internal compliance audit. (2010)

International Luxury Company

Advising an international luxury company and its Paris headquarters in relation to labor litigation initiated by former Country Manager in The Netherlands. (2009)

Financial Company

Representing successfully a financial company before the social court in relation to legal action initiated by employee injured during bank robbery.

Restructuring

International Financial Company

Advising Western Union on the labor and employee benefits aspects in relation to their corporate restructuring to adapt their organisation to the Payment Services Directive. (2009)

Media Analysis Company

Advising an US media analysis company on the restructuring of their French business. (2009)

M&A transactions

Huhtamaki

Advising Huhtamaki on its agreement to sell the majority of its European rigid plastic consumer goods operations to Island Lux. (2010)

Spotless

Advising BC Partners on its acquisition of Spotless, the French maker of laundry and cleaning products. (2010)

Snack International

Advising IK Investment Partners on its acquisition of Snack International. (2010)

JTEKT Corp.

Advising JTEKT Corp. on the labor and employee benefits aspects of its acquisition of Timken's needle roller bearings business. (2010)

Icade

Advising Icade on the labor aspects of the sale of two subsidiaries, Icade ADB and Icade Eurogem. (2009)

Wind River Systems Inc.

Advising WRS as international benefits, employment, and labor counsel on its agreement with Intel Corporation (Intel) under which Intel will acquire all outstanding WRS common stock for approximately US\$884 million. (2009)



"White & Case's stand-alone employment practice has established a strong reputation in France and introduced a number of new clients to the firm"
Legal 500 Europe, Employment, France

"Very responsive and efficient, White & Case provides clear and practical advice on U.S. corporate issues."
Legal 500 Paris, Employment, France

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Alexandre Jaurett was ranked in the *Mergermarket/Legal Week* "Top 20 Associates, UK & Europe: 2005-08 YTD"

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