


# Global Employment, Immigration and Benefits

Your employees—like your business goals—are not limited by geography. With our global presence and contacts, we can provide multi-national businesses with a coordinated solution to all of your employment, immigration and benefits needs throughout the world.



Dentons understands what it takes to attract, retain and compensate your talent. From across the street to around the world, our employment, immigration and benefits teams have the depth and breadth of experience to provide thoughtful and practical counsel to keep your business moving forward.

## Our Global Reach

Dentons has more than 220 employment, immigration and benefits lawyers located in 50 locations spanning 28 countries who focus their efforts on employment and labor counseling and litigation, immigration issues and benefits matters. Dentons' global presence and experience across the US, Canada, the UK, Europe, Africa, Asia Pacific, Central Asia, the Middle East, and Russia and the CIS makes the firm uniquely qualified to provide multi-national businesses with a coordinated legal strategy that properly takes into consideration the application of local laws and the overall corporate culture of the business.

**Dentons has extensive experience representing employers in all industry sectors, including:**

- Education
- Energy
- Financial services
- Health care
- Hospitality
- Insurance
- Manufacturing
- Mining
- Natural resources
- Professional services
- Real estate
- Retail
- Technology
- Telecommunications
- Transport and infrastructure



## Employment and Labor

**Dentons is there for you in the boardroom**, helping you strategize cutting-edge employment policies and corporate compliance programs. Our lawyers draft employment handbooks, policies and contracts, deal with problem employees, conduct internal corporate investigations, perform anti-harassment and sensitivity training, and provide counsel in the course of mergers and acquisitions, reductions in force, restructuring and other business activities. We are imbedded in your corporate culture, serving as day-to-day legal advisors and supporting your human resources department in every stage of the employment process, from initial hiring and background checks to sensitive termination decisions.

**Dentons is there for you at the negotiation table**, counseling and representing management in traditional labor matters, negotiating collective bargaining agreements, ascertaining the advantages and disadvantages of union avoidance and assisting in all union-related matters.

**Dentons is there for you in the courtroom**, with extensive experience litigating and arbitrating

all employment-related claims, including allegations of discrimination, retaliation, failure to pay wages, breach of contract and breach of fiduciary duty. We regularly serve as lead counsel in “bet the company” litigation involving the interpretation and enforcement of non-competes and other restrictive covenants, employee “lift outs” and “raiding,” allegations of trade secret theft, unfair competition and the inevitable disclosure doctrine.

Dentons’ employment and labor lawyers are known for their creative, business-savvy counseling skills and, when necessary, their results-driven, highly successful litigation practice. Dentons represents local and multi-national businesses with respect to the full range of workforce-related issues and matters, including:

- Alternative Dispute Resolution (ADR)
- Business immigration
- Corporate board and committee representation
- Disciplinary and grievance procedures
- Discrimination, retaliation and unlawful harassment litigation
- Human resources advice and counseling
- Internal corporate investigations
- International employment law
- IP/IT protection and litigation
- Labor relations and collective labor law
- Mergers and acquisitions
- Employee poaching/raiding
- Employment contracts, handbooks and policies
- Equal employment, diversity and discrimination
- ERISA and benefits counseling and litigation
- Executive employment and severance agreements
- Partnership and close corporate disputes
- Privacy and security
- Restrictive covenant disputes
- Restructuring, redundancies and reductions in force
- Training
- Wrongful termination and unfair dismissal



# Immigration and Mobility

Employers, entrepreneurs, investors and professionals rely on Dentons to navigate every step of the immigration process in virtually every region of the world. We develop strategies and practices to meet your staffing needs in a globalized labor market.

Providing sophisticated and creative solutions to complex problems, we work with employers to recruit and retain the best and brightest employees from anywhere in the world. Our team handles all business visa applications, including short- and long-term temporary working visas, visitor visas for short stays, as well as visas for entrepreneurial immigrants who have extraordinary ability and professional experience.

## **Dentons' immigration lawyers and professionals help you:**

- Develop strategies to recruit and retain experienced managers and skilled professionals
- Prepare visa applications and organize supporting documentation
- Submit visa applications to the appropriate agency
- Understand and train for best practice compliance with immigration laws and regulations

- Address audits and enforcement actions by government agencies

## **We incorporate state-of-the-art technology and resources:**

- Digital filing to ease critical document retrieval and delivery to clients without the cost and delays inherent in off-site storage of physical records
- Email updates, publications, webinars and seminars to keep you up to speed on relevant new developments and evolving trends
- A comprehensive global knowledge bank
- Competitive pricing to allow for more predictable legal fees

Our clients include computer hardware and software companies, telecoms companies, media companies, life sciences companies, academic institutions, natural resources and energy companies, financial institutions, theatre companies, hotels, restaurants, construction companies, developers, energy providers, manufacturers and accounting firms, as well as religious, charitable and other nonprofit organizations.

Dentons serves clients' needs around the world, both in major business

destinations and in less well-traveled locales often overlooked by other law firms. When you partner with Dentons, you tap into our full range of experience not only in immigration law, but also in related legal fields—including employment and employee benefits, corporate, tax, litigation, capital markets and real estate.

## **We collaborate with colleagues worldwide throughout the firm to identify and comprehensively address issues including:**

- Immigration consequences of mergers, acquisitions, restructures, reductions in workforce and new company formation
- Immigration investment structures
- Compliance issues for employers, including employment agreements, personnel policies, training and expatriate assignments
- Government audits, worksite raids and other enforcement actions
- Guidance for high-net-worth individuals on topics ranging from pre-immigration income and estate planning to post-immigration relinquishment of resident or citizenship status





## Pensions, Benefits and Executive Compensation

A global workforce requires a global team well-versed in pensions, benefits and executive compensation matters. Dentons' lawyers can provide you with clear and practical advice and a seamless service that incorporates local laws in regulatory, fiduciary, tax, governance, transactions and disputes.

**We assist with all types of pension and retirement plans,** including design and set-up, plan modification, administration and communications, the investment of plan assets and fiduciary responsibilities.

**We understand what is needed in different industry sectors to attract and retain top talent and motivate people to achieve critical business objectives.** We can help you achieve your goals by working with you to design and implement all types of equity and cash-based incentive plans, whether to incentivize employees to meet short- or long-term operational and financial objectives, or to retain and reward

key employees in connection with a merger or sale of the business. Our team can advise on senior executive employment and severance arrangements, compensation risk assessments, corporate governance and the disclosure of directors' and officers' compensation. We also provide independent counsel to board compensation committees.

**Take advantage of our expertise in employer group health plans,** informed by our experience in dealing with insurers and administrative service providers. We can help you meet the challenge of balancing costs against the value of quality health care and addressing ever-increasing regulatory compliance and oversight of group health plans.

Whether you are a private, public or non-profit company, pension scheme trustee, plan fiduciary, financial institution, individual executive, a board of directors' compensation committee, insolvency practitioner or government body, we can advise you on all your

pensions, benefits and executive compensation needs, including:

- Board compensation committee representation
- Executive compensation
- Executive employment and severance agreements
- Government and public sector plans
- Health and welfare benefits
- Multiemployer plans (MEPPs/ industry-wide plans)
- Pensions and benefits disputes
- Pensions and benefits in transactions and reorganizations
- Pensions and retirement plans
- Plan fiduciary advice, funding and investments
- Plan governance
- Professional trustee services
- Share schemes and equity/ stock-based incentive plans

# Awards and accolades

## Firm accolades

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A top twenty most recognized legal brand by Acritas 2014 Global Elite Brand Index

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Named a “Go-To Law Firm for the Fortune 500” in *Corporate Counsel* magazine

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Law 360’s Global 20 List for 2014

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## Regional accolades

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Canada, Pensions, *Chambers Global* 2013-2014 (Band 3); Employment *Legal 500* 2013-2014 (Tier 5)

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China, Employment, *Chambers Asia* 2013 (Band 4)

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Europe-wide, Employment, *Chambers Europe* 2013-2014 (Band 3)

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France, Employment, *Chambers Europe* 2014 (Band 4), *Legal 500* 2014 (Tier 3)

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Germany, Employment, *Legal 500* 2013 (Recommended)

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Poland, Employment, *Chambers Europe* 2013-2014 (Band 4), *Legal 500* 2014 (Tier 4)

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Romania, Employment, *Chambers Europe* 2013-2014 (Band 4)

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Russia, Employment, *Chambers Europe* 2013-2014 (Band 1), *Legal 500* 2013-2014 (Tier 1)

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Spain, Employment, *Legal 500* 2013-2014 (Recommended)

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UK, Employment: Employer: Highly Regarded, *Chambers Europe* 2015 (Band 4); Employment - Milton Keynes and Surrounds, *Chambers UK* 2015 (Band 1); Pensions, *Chambers UK* 2014 (Band 5); Employment: Employers, *Legal 500 UK* 2014 (Tier 5); Employment, Benefits & Executive Compensation (subcategory) Employment: Employers - London, *Legal 500* 2013 -2014 (Tier 5); Employment, Benefits & Executive Compensation (subcategory) Business Immigration - London, *Legal 500* 2013 (Tier 4); Employment, Benefits & Executive Compensation (subcategory) Pensions & Retirement Plans: Pensions non-contentious - London, *Legal 500* 2014 (Tier 4)

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Ukraine, Employment, *Chambers Europe* 2013-2014 (Band 1)

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US, Employee Benefits and Executive Compensation, *Legal 500* 2013-2014 (Tier 4); Illinois Labor & Employment: Employee Benefits & Compensation, *Chambers USA* 2014 (Band 3); ERISA Litigation, *Legal 500* 2014 (Tier 5)

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## Individual accolades

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### **Pamela Baker, Chicago Partner**

*Chambers USA*, Nationwide Employee Benefits (Band 2), 2011- 2014

Illinois Super Lawyer, Top 100 Illinois Super Lawyers, 2011-2012 and Top 50 Women Illinois Super Lawyers, 2010-2014

Best Lawyers, Chicago Employee Benefits Lawyer of the Year, 1995-2014

### **Stuart Blaugrund, Dallas Partner**

Texas Super Lawyers, 2003–2011

### **Michael Bronstein, London Partner**

*Chambers UK*, Employment (Band 4), 2013-2015

### **Roberta Burnette, Los Angeles Counsel**

Southern California Super Lawyers, 2009–2010, 2012–2013

### **Brian S. Cousin, New York Partner**

*Legal 500*, ERISA Litigation (Recognized), 2014  
New York Super Lawyers, 2013-2014

### **Katell Deniel-Allioux, Paris Partner**

*Chambers Europe*, Employment (Band 4), 2013-2014

### **Fausto Franceschi, Edmonton Partner**

*Best Lawyers in Canada*, Labour and Employment Law, 2011-2015

### **Seth Harris, Washington DC Partner**

Former deputy and acting US Secretary of Labor, 2009 –2013

### **Barbara B. Johnston, Calgary Partner**

*Chambers Global*, Employment, Labour & Pensions - Canada, (Up and Coming) 2014

*Best Lawyers in Canada*, Labour and Employment Law, 2014

*Legal 500*, Labour & Employment (Recommended), 2014

The Canadian Legal Lexpert Directory, Leading Practitioner in the Area of Employment Law – Management and Workplace Human Rights – Management 2014

Who's Who Legal: Canada 2014, Leading Management Labour and Employment Lawyer

Appointment to Queen's Counsel in Alberta, 2014

### **Aigoul Kenjebayeva, Almaty Partner**

*Legal 500*, Leading Individual, 2014

*Chambers Global*, (Band 1) 2014

### **Anneli LeGault, Toronto Partner**

*Best Lawyers in Canada*, Labour and Employment Law, 2013-2015

### **Christian Letourneau, Montréal Partner**

*Best Lawyers in Canada*, Labour and Employment Law, 2013-2014

### **Jean-Louis Magnier, Paris Partner**

*Chambers Europe*, Employment (Band 4), 2014

### **Sandra R. McCandless, San Francisco Partner**

*Chambers USA*, California Labor & Employment (Recognised Practitioner), 2014

Selected as one of the Most Influential Women in Bay Area Business, *San Francisco Business Times*, 2014

Northern California Super Lawyers, 2005–2014

### **Blair W. McCreddie, Toronto Partner**

*Best Lawyers in Canada*, Labour and Employment Law, 2014

### **Adrian Miedema, Toronto Partner**

*Best Lawyers in Canada*, Labour and Employment Law, 2013-2015  
Repeatedly Recommended, *The Canadian Legal Lexpert Directory* 2014

### **Aleksandra Minkowicz-Flanek, Warsaw Counsel**

*Chambers Europe*, Employment (Band 2), 2014

### **Volodymyr Monastyrskyy, Kyiv Partner**

*Chambers Europe*, Employment (Band 1), 2013-2014

### **Mary M. Picard, Toronto Partner**

*Best Lawyers in Canada*, Employee Benefits Law, 2013-2014

*Chambers Global*, Pensions and Employee Benefits (Band 2), 2013-2014

### **Marina Ryzhkova, Moscow Partner**

*Chambers Europe*, 2010-2014, Leading Expert in Employment in Russia (Band 1)

*Legal 500*, 2010-2014: Recommended Expert in Employment in Russia

Best Lawyers 2013-2014: listed among the best Arbitration and Mediation, Immigration, Labor and Employment experts in Russia

### **C. Matthew Schulz, Silicon Valley Partner**

*Chambers USA*, California Immigration (Recognized Practitioner), 2014

### **Scott Sweatman, Vancouver Partner**

*Chambers Global*, Pensions and Employee Benefits (Band 3) 2013-2014

*Best Lawyers in Canada*, Employee Benefits Law, 2012-2013

### **Simon Whysall, Milton Keynes Partner**

*Chambers UK*, Employment - Milton Keynes and surrounds (Band 1), 2013-2015

*Legal 500*, Recommended, 2014

► Dentons is a global law firm driven to provide a competitive edge in an increasingly complex and interconnected world. A top 20 firm on the Acritas 2014 Global Elite Brand Index, Dentons is committed to challenging the status quo in delivering consistent and uncompromising quality in new and inventive ways. Dentons' clients now benefit from 3,000 lawyers and professionals in more than 80 locations spanning 50-plus countries. With a legacy of legal experience that dates back to 1742 and builds on the strengths of our foundational firms—Salans, Fraser Milner Casgrain (FMC), SNR Denton and McKenna Long & Aldridge—the Firm serves the local, regional and global needs of private and public clients. [www.dentons.com](http://www.dentons.com).

## Contacts

Please contact your local Dentons partner or team leader to learn more about what we can do for you. A list of key contacts by region can be found on our website at [www.dentons.com](http://www.dentons.com).