

# Ladislav Smejkal

## Partner



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Prague

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## Overview

Ladislav Smejkal is Partner and Head of the Criminal law practice and Co-Head of the Employment Practice Group in Dentons' Prague office. Ladislav has almost 17 years' experience advising clients on criminal law matters including white collar crime, investigations and corporate compliance, as well as on employment law matters, litigation, arbitration and dispute resolution. He provides legal advice to both individual and corporate clients from a wide range of sectors, with a focus on the manufacturing, construction, automotive, health care and pharmaceutical sectors.

## Experience

### Criminal law & white collar

Ladislav represents and defends clients as suspects or as those accused of criminal offenses. In addition, he provides his clients as injured parties and victims with a complete service, including assistance in the quantification of the damage incurred, and he represents them in proceedings on compensation for damage caused by criminal activity. He often represents and advises corporate clients as injured parties in connection with credit fraud, insurance fraud, crimes associated with insolvency, export financing, relative financing and misuse of IT systems. He also regularly assesses the criminal law liability of senior employees.

Ladislav has been involved in various CEE and CIS cross-border projects. He has participated in several of the most high-profile criminal and administrative investigations and has handled matters involving accounting irregularities, defalcations, allegations and racketeering, among other offenses. He also has extensive experience advising national and multinational companies on developing and implementing criminal compliance and anti-corruption programs.

Within his litigation and dispute resolution practice, Ladislav successfully represents his clients before Czech courts especially in the area of commercial disputes, employment disputes and construction-related disputes on all levels of judicial proceedings and in administrative, customs and tax proceedings.

In criminal law and white-collar crime, Ladislav advises or represents, among others, the following clients: Erste Group, Hochtief, Česká exportní banka, Kooperativa (Vienna Insurance Group), NN Group, Oberbank, Zentiva and

## Employment law

Ladislav provides both complex contentious and non-contentious employment law advice to numerous leading local, regional and international corporations. Within employment law, Ladislav focuses on employment litigation, including proceedings before the Constitutional Court and the Supreme Court, unfair dismissal cases, personal data protection, employee dismissals, non-competition clauses, collective bargaining and relationships with trade unions, discrimination at the workplace, safety at work, damage claims and employee benefits.

Ladislav's key clients include, among others: Adient, NN Group, ING Bank, Zentiva, Trelleborg, RFE/RL (Radio Free Europe/Radio Liberty) and Prague Airport.

## Privacy & data protection

Ladislav also frequently deals with data privacy, GDPR and personal data issues on a regular basis, representing clients in data breaches and other related proceedings in front of the regulator.

His clients in this area of law include: HBO, Prague Airport, Czech Export Bank, Lenzing, Marks and Spencer and Facebook.

## Recognition

- *Chambers Europe* has ranked Ladislav Smejkal in Band 1 for Employment practice in the Czech Republic since 2012.
- According to *Chambers Europe 2018*, Ladislav Smejkal is a “very clever and smart” practitioner, favored for his depth of expertise in assisting corporations with employee contracts and GDPR as well as unfair dismissals. Sources report that he is a “very good lawyer who is very pragmatic,” with “a unique combination of expertise in employment and criminal law, and is popular for internal fraud.”
- Ladislav was named as one of the Best Lawyers in the Czech Republic in the area of Labor and Employment in the 2019 edition of *Best Lawyers*.
- Ladislav was named as one of the world's leading Management Labor & Employment lawyers in the 2016 version of *Who's Who Legal*.

## Insights

- Co-author of “Commentary on criminal liability of companies act” (in Czech “Zákon o trestní odpovědnosti právnických osob a řízení proti nim”) - the second revised edition, *Wolters Kluwer*, 2018
- Co-author of “Commentary on the law of criminal liability of companies act” (in Czech “Zákon o trestní odpovědnosti právnických osob a řízení proti nim”), *Wolters Kluwer*, 2012

## Activities and Affiliations

### Memberships

- Member of the Czech Bar Association since 2006
- International Bar Association
- European Employment Lawyers Association

- Czech Employment Lawyers Association

## Prior and Present Employment

- Partner, Dentons, Prague (2014–Present)
- Local Partner, White & Case, Prague (2012–2014)
- Associate, White & Case, Prague (2008–2011)
- Associate, Kocián Šolc Balaščík, Prague (2006–2008)
- Junior Associate, Kocián Šolc Balaščík, Prague (2002–2005)

## Areas of focus

### Practices

- White Collar and Government Investigations
- Employment and Labor
- Litigation and Dispute Resolution
- Privacy and Cybersecurity
- Arbitration
- Pensions, Benefits and Executive Compensation

### Industry sectors

- Manufacturing
- Construction
- Automotive
- Life Sciences and Health Care
- Financial Institutions
- Insurance
- Technology

### Region

- Central and Eastern Europe

## Education

- Charles University in Prague, 2007, Doctor of Law, JUDr.
- Charles University in Prague, 2001, Master of Laws, Mgr.

## Languages

- Czech
- English
- French
- German
- Slovak