

Cross-Border

PRACTICE GROUP

- Cross-Border Solutions to Your Global Workforce Challenges
- Any Issue, Any Country, Any Time
- Single Point of Contact for Worldwide Employment Matters



Ogletree
Deakins



With our team of experienced labor and employment attorneys across the United States and in Europe, Canada, and Mexico, we resolve the full range of international employment matters for our multinational clients.

**Ogletree
Deakins**

Cross-Border PRACTICE GROUP

Managing an international workforce can be extremely challenging with complex and unfamiliar local laws, distant time zones, and the difficulty of sourcing good, reliable counsel on the ground. Too often, advice is received late, simply recites lengthy extracts of law, and lacks practical solutions or an understanding of the commercial realities businesses face.

That's where we can help. The Ogletree Deakins Cross-Border Practice Group is made up of lawyers who focus exclusively on helping multinational companies with their overseas labor and employment needs. You can engage an Ogletree Deakins attorney for issues anywhere in the world and benefit from Ogletree Deakins' principles of service, quality, and exceptional value.

KEY FEATURES AND CORE STRENGTHS

- **A single point of contact.** One contact can address your global labor and employment law needs.
- **Work performed in the same time zone.** We are based in the United States and Europe, but advise globally.
- **Top-ranked advisors.** Ogletree Deakins' international offices are supplemented by carefully sourced counsel in countries where we do not have offices.
- **Experience.** We have seen it all before—we know the pitfalls and how to avoid them.
- **Consistency.** As primary advisor, we liaise where appropriate with overseas counsel so you don't have to—helping you apply consistent standards globally.
- **Commercial advice every time.** We find the solutions you need, efficiently.
- **Excellent service.** We ensure the responsiveness and attention your matters deserve.

OUR SERVICES

We advise internationally on the full range of employment services you need at home, plus those that are unique to global workforces, including:

- Executive hiring and firing
- International workforce structuring and tax and compliance issue identification
- Mergers, acquisitions, and harmonization of terms and policies
- Drafting of global and local policies and procedures
- Drafting of employment contracts, contractor agreements, and codes of conduct

OUR SERVICES (CONTINUED)

- Overviews of local employment laws for any country
- Audits of employment policies and practices to ensure compliance with local laws
- Worldwide reductions in force and restructurings
- Works council and trade union advice
- Compensation and benefits plan advice
- Investigations and litigation
- Temporary overseas assignments and mobility arrangements
- Training programs for human resources and line managers on international issues



ONE CONTACT, MANY COUNTRIES

We provide consistent multi-jurisdictional analysis, managing your cross-border projects—both local and regional—with a single point of contact and meta-level global experience. Using our seamless service model, you receive tailored results faster and more cost-effectively than if you had retained the work in-house.

Learn more at www.ogletree.com/practices/cross-border.

The firm prides itself on providing practical business solutions to complex employment issues in an efficient and cost-effective manner, consistent with our clients' cultures, values, and service standards.

Representing management in all types of employment-related legal matters, Ogletree Deakins endeavors to be the world's premier global labor and employment law solution for employers.



Ogletree
Deakins