



LOCAL EXPERTISE INTERNATIONAL SERVICE



Local expertise, international service

Meritas Employment, Benefits and Immigration (EBI) Group is an integrated network of over 150 employment lawyers from 25 leading commercial law firms in 50 markets across Europe & the Middle East.

As independent law firms, the members of the group advise private individuals, companies and public institutions in their local market on a wide range of people related legal issues. This includes employment contracts, employment disputes, workers rights and international mobility.

As an integrated network, the group works together to meet the needs of international companies and helps them navigate the varying employment laws and regulations across multiple jurisdictions.

The EBI Group is part of Meritas - a premier global alliance of over 180 commercial law firms in 90 countries worldwide. Meritas members share common standards in providing their clients with high-quality legal solutions in their local market and all over the world.

www.meritas.org



25+

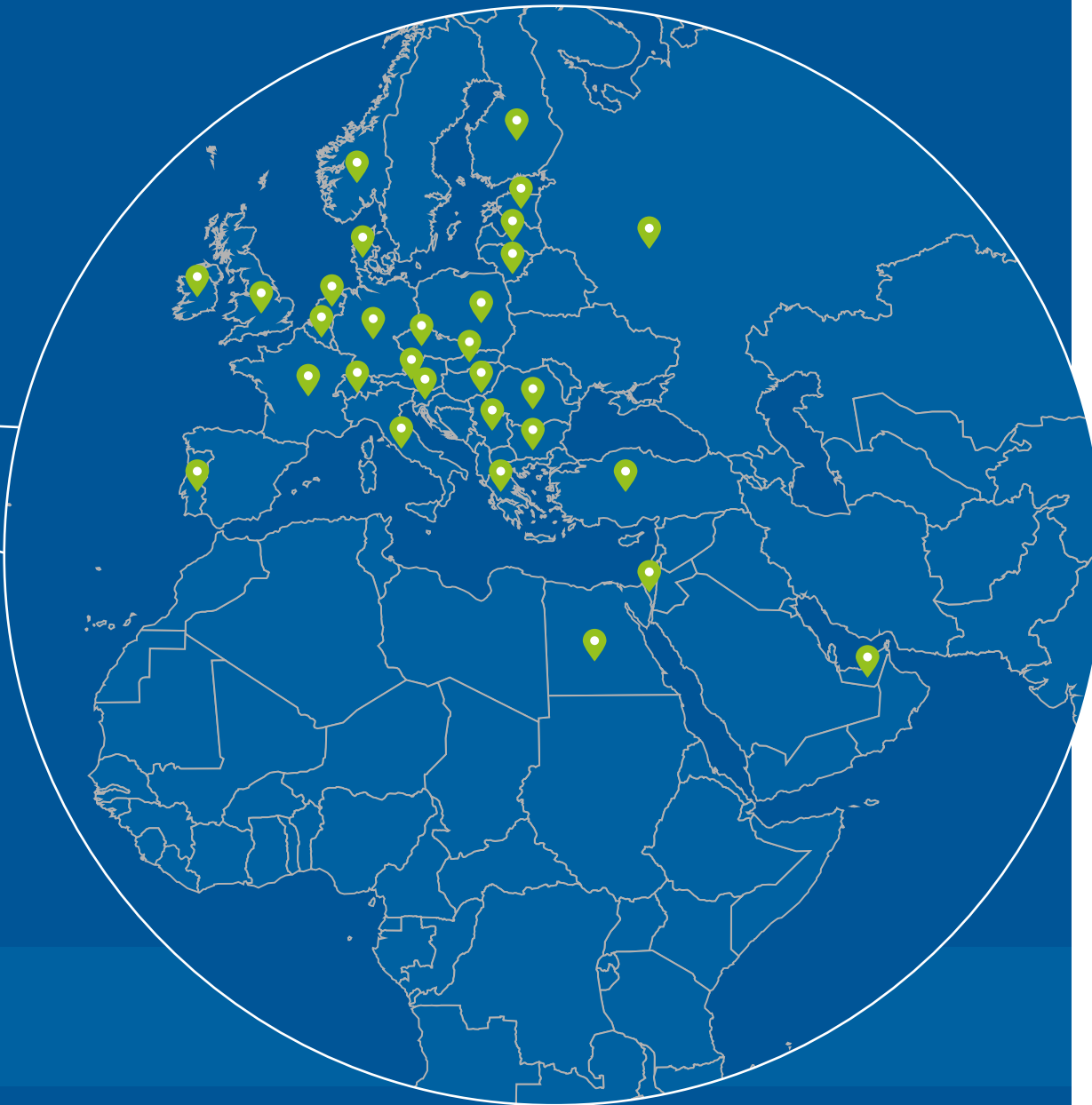
Law Firms

50+

Locations

150+

Experienced EBI Lawyers



A collaborative network of Employment, Benefits & Immigration lawyers

We are led by what clients want. One of the key things that has become very clear is the desire of clients for joined-up employment law advice, delivered by local experts.

The Meritas EBI Group has been in operation for over 15 years. The group's members have developed excellent working relationships. They meet every few months and speak regularly, referring work to each other and sharing know-how on legal developments in employment law. Clients are invited and often attend the group's frequent meetings.

These close working relationships have enabled the group to provide a cost efficient and effective legal service to clients with needs across multiple different markets.

Think of us as a specialist team of experts within the network – who work together often, know and trust each other to deliver an excellent service and are ready to serve you, whenever and wherever needed.



Our legal services

The Meritas EBI Group provides a full range of legal advice concerning the employment, incentivisation and mobility of people, including:

- Employment Contracts & Agreements
- Employment Litigation & Dispute Resolution
- HR Advisory & Restructuring
- Directors' and Shareholders' Duties
- Pensions, Benefits & Incentives
- Health & Safety in the Workplace
- Workers' Rights
- Employment issues regarding the sale of a business
- Business Protection related to the conduct of employees and former employees
- HR projects such as outsourcing, restructuring and incentive plans
- Immigration
- International Mobility

Our employment law advice is backed by Meritas' service across almost every aspect of commercial law, in markets around the world where you need it.

How we work

We provide the people you need, in the places you need them; delivering a service focused on you.

Long-standing working relationships

The Meritas EBI Group have strong personal relationships built up over many years. They speak regularly, share know-how and work together to identify and resolve your legal challenges. They also meet in person every few months and invite their clients to join them too. These personal connections foster a strong collaborative culture and cohesion to deliver the international service you need.

High value, cost effective service with flexible billing arrangements

The EBI Group have no expensive central office to fund, unlike that of an 'international firm', ensuring we can provide a high-quality service at cost effective rates. We can also offer a flexible billing arrangement based on hourly rates, a fixed fee or an alternative fee arrangement according to your requirements.

Seamless service managed in the way you need

The service will typically be managed by the firm with whom you have the strongest links. They will work with you to understand your legal requirements and project manage the lawyers in each location to deliver the advice you need.

Help with every aspect of law; should you need it

We understand that you may need more than employment law advice. A major strength is that our employment lawyers are all part of full-service commercial law firms. So, if you need help with any other area of law then Meritas are ready to help you – anywhere in the world.



Don't take our word for it

LINK JAPAN CAREERS

Japanese multinational vetting teachers globally

One example of Meritas' success as a network is when the US member firm Parr Brown Gee & Loveless needed to support Link Japan Careers (LJC), a recruitment agency which supplies teachers to Interac, Japan's leading provider of English speaking Assistant Language Teachers and international professionals to Japanese schools, private businesses and government.

Need

Due to their working model, the company needs legal advice in countries around the world – in this case with their screening of new teachers in over 50 global jurisdictions. The biggest concern for the client was whether or not there were registration requirements or other specific laws regulating the company's activities in each jurisdiction. The company needed to certify to the Japanese government its compliance with the laws of every jurisdiction in which it operated.

Solution

Parr Brown Gee & Loveless contacted the European employment group, along with Meritas firms in other parts of the world, for expertise and advice regarding the laws and regulations applicable to the company's operations in each country. Each firm readily responded with the information required by the client and the Japanese government, including a summary of the relevant laws, a copy of the laws and an explanation of how those laws applied to the company's operations.

Outcome

By confirming the legal requirements for LJC's operations in each jurisdiction, and by providing the information required of the company by the Japanese government, the Meritas team saved the client considerable administrative burden, cost, and risk and LJC was very pleased with the co-ordinated approach from the firms involved.

GRAEBEL

Global relocation specialists (over 1000 employees worldwide)

Graebel is a leading provider of global workforce and workplace relocation. They help Fortune 500s, Global 100s and other organizations with absolutely everything involved in relocating their people - from rethinking company policies to getting the VP's cat through customs.

Need

Graebel need to ensure that the workplace relocations they manage result in seamless movement of employees and teams around the world – whilst maintaining work process efficiencies. The legal support needed to achieve this involved extensive employment advice as well as on security and privacy implications across Europe.

Solution

As a long-standing client of US member firm Ruder Ware, Graebel were introduced to fellow member Howard Kennedy in the UK, who helped in the creation of additional contracts, policies, employee monitoring and GDPR compliance. This included privacy notices and policies being updated to give a pan-European solution. The Irish member firm, Whitney Moore then also assisted in setting up a finance centre for the business in Dublin.

Outcome

Graebel can now confirm to their clients that they are fully equipped to help with workplace relocation and renovations within Europe – including covering their data and privacy concerns in light of EU regulations such as GDPR. With the regulatory landscape due to change in the EU and UK in the next year, this is vital to Graebel's own internal processes as well as those of their clients.

Graebel has also sought local legal advice from over 30 other Meritas member firms across Europe, Asia and North America over the last five years. Advice provided has included trademark advice, general employment, employment regulation, relocation, dispute resolution, data protection and commercial contracts.

AEG / AEG LIVE

The world's largest owner of sports teams and sports events

AEG run sports and music events and own over 150 iconic entertainment venues across the globe, from Wembley Arena in the UK to the Los Angeles Convention Centre in the US.

In Germany, Meritas member firm Arnecke Sibeth have advised on complex employment issues including restructuring, redundancies and litigation. The company's European HQ is in London, with German employees in Berlin and Hamburg, requiring a combined approach and clear communication across all areas. This required consistency and excellence of advice provided by all firms.

HEALTHCARE BUSINESS

Niche provider of contraceptive services across Europe and Asia

The client required accuracy of local knowledge, guidance and the utmost confidentiality due to the sensitive nature of their work. The Italian firm collaborated with their French Meritas counterpart to provide advice in setting up a new branch of this multinational group and their activities there. This included reviewing fixed term contracts, renewals and current temporary work agreements, in light of Italian employment law.

PACKAGING SPECIALIST

International company with 40 employees worldwide

The client is an international specialist in packaging and protective solutions, from pipes to cans and tapes. They employ teams across the US and Europe and their main firm, the Belgian Meritas member, Lydian contacted their Dutch counterpart, Lexence, for assistance with a significant dismissal case. One of the directors was leaving the company and this required support not only for the immediate employment implications but needed shareholders' resolutions and changes in board structure. This was a highly sensitive matter and the client needed careful management of the process itself but also reduced risk at all stages.

HIGH NET WORTH INDIVIDUAL ESTATE

Termination of employee contract following probate

When an English businessman passed away, there were a number of complex issues with the administration of his estate. Meritas were able to help. At the time, his yacht was moored in Antibes, along with its employed captain. The yacht was registered in Gibraltar and spent much of the year in Monaco – creating a very complex set of jurisdictions to be considered. The main concern was to honour any entitlement for the captain under French law, while considering the implications of UK, Gibraltar and French law. French and English members of Meritas were able to work together to help reach a settlement.

WORKPLACE RELOCATION SPECIALISTS

Mobility support for senior employees

This global relocation specialist needed immigration support from Howard Kennedy. They already had a UK office but two employees needed to move to the UK (with their dependents) in order to help grow their business in Europe.

With one EU national and one American, the processes were complex, involving sponsor licences and work permits for the American and visas for his family. These two employees are senior and integral to the company's business capabilities in the UK and Europe so they needed to ensure a smooth transition for them into the UK.

US ENGINEERING BUSINESS

Global construction contractors

This business's clients include household names in the pharmaceutical and motoring industries. On this occasion, they were building a plant in Germany for a large pharmaceutical company which required specialist teams. However, the contractors were being employed in Germany, by the Swiss office, from an Irish European HQ – so the three different legislative areas each needed to be carefully considered.

The Meritas member firms worked together across each area to advise not only on the employment but also corporate, property and regulatory issues specific to the construction industry. The client benefited by receiving efficient, seamless advice across multiple jurisdictions.

GLOBAL ENERGY PROVIDER

Expatriation of Austrian employees in France

The client is a family-owned multinational organisation that consists of a group of specialised energy companies. Today, they service the needs of over 30 million customers in 28 countries, including household name brands.

In this case, the corporation needed support to manage sensitive changes in employment of Austrian teams working in France, requiring expertise in both jurisdictions. The client need was to complete the process as quickly and cost effectively as possible for all concerned – with as little risk as possible for the client.

PARAGON 28

Providing innovative solutions for foot and ankle surgeons

Originally founded in the US, Paragon 28 now has a strong presence in the European medical market (headquartered in Ireland) where they deliver medical devices used in complex foot and ankle reconstructive surgery. Internationally, they need employment advice for jurisdictions including the Asia and Middle East markets. The support ranges from general employment advice to engagement of contractors for agreements in a whole range of areas that need to be co-ordinated by the Head of Operations in Ireland. Clarity and consistency of service and advice is critical for this client.



Your network throughout Europe and the Middle East

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Your local contact in **FINLAND**

Tomi is the head of Lexia's Employment and Labour law practice. Tomi has extensive experience in employment law and has represented clients in numerous employment disputes and litigations. Tomi and his team advise employers in all areas of employment law.



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