



### Dr Marco Arteaga

Partner

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Dr. Marco Arteaga advises on all aspects of occupational pensions. This comprises the design, the implementation, the ongoing maintenance and eventually the closing of company pension plans. He covers all accompanying issues in the areas of labour law, tax, social security, insurance law, regulatory life insurance and insolvency law.

His strengths come from his longtime experience in the developing and the execution of solutions in the area of pension arrangements that support the company's entrepreneurial targets. He possesses profound experience with all existing funding vehicles in the area of occupational pensions.

He advises sellers as well as buyers during due diligences, harmonizations and negotiations that are part of M&A transactions. He places a particular focus on the legal as well as the actuarial valuation aspects that are relevant for the determination of the adequate purchase price. Moreover he conducts negotiations with works councils, trade unions and, naturally, represents clients in front of any German court on these matters.

### LANGUAGES SPOKEN

- English
- German

### EXPERIENCE

- Introduction of new or replacement of outdated pension plans in numerous domestic as well as international companies from all industries via works agreement or trade agreement
- Conduction of negotiations and implementation of pension plan changes for companies of all sizes and industries (e.g. cost reduction, simplifications, harmonization, change of funding vehicle)
- Establishment of global pension & benefit Frameworks for multinational employers

### RELATED SERVICES

- Employment
- Pensions and Reward

### RELATED SECTORS

- Financial Services
- Life Sciences
- Insurance
- Technology

### LANGUAGES SPOKEN

English German

- Implementation of several pension fund solutions for companies from the consumer goods segment with several thousand employees
- Utilization and combination of all funding vehicles occurring in the German occupational pension landscape (direct pension promise, insurance solutions, support funds, captive pension insurances, contractual trust arrangements (CTAs), pension funds)

## CREDENTIALS

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### Professional Qualifications

- Rechtsanwalt admitted with Rechtsanwaltskammer Frankfurt am Main

### Prior Experience

- CEO for the DACH-Region (Germany, Austria, Switzerland) for two of the three large US retirement consulting firms
- Divisional director for the business area of occupational pensions with two of the top 10 German life insurance companies (one at board level)

### Recognitions

- *JUVE Handbook 2019/2020*: Leading name for company pensions and frequently recommended for employment law
- *Legal 500 Germany 2020*: Recommended for employment law
- *Handelsblatt* in cooperation with *Best Lawyers 2021*: Recommended for labor and employment law

### Education

- University of Mainz, Zweites Staatsexamen, 1995
- University of Köln, Dr, jur., 1994
- Universität Mainz, Erstes Staatsexamen, 1991
- University of Applied Sciences, Wiesbaden, Diplom-Betriebswirt, 1986

### Memberships

- GVG - Gesellschaft für Versicherungswissenschaft und -gestaltung e.V., Köln
- ABA - Arbeitsgemeinschaft für Betriebliche Altersversorgung e.V., Berlin

## INSIGHTS

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### Publications

- Die Auswahl von Durchführungsweg und Dienstleister beim Sozialpartnermodell [The selection of implementation method and service provider for the social partner model ] in: *The Readiness*, 2018, page 34 ff.
- Auf den Spuren des Königsweges [On the tracks of the Royal Road] in: *Versicherungswirtschaft*, 2018, page 82 f.
- Wie die Betriebsrentenreform gelingen kann [How the Occupational Pension Reform might work] In: *DER BETRIEB*, 2015, page 2446 ff. (together with Prof. Dr. Peter Hanau)
- Warum so viel Angst vor der Betriebsrentenreform? [Why so afraid of the Occupational Pension Reform?] Blog *Handelsblatt Rechtsboard*, 24.08.2015
- Was soll daran unsolidarisch sein? [Why would this be a lack of solidarity?] In: *dpn Deutsche Pensions & Investmentnachrichten*, 2015, issue April-Mai, page 63 ff.

- Der Gordische Knoten bei den Betriebsrenten [The Gordian Knot of the Occupational Pensions], DER BETRIEB, Guest Commentary, 2015, page 5
- Spannende Debatte im Vorfeld der BetrAVG-Novelle [Exciting Debate in the Forefront of the Occupational Pension Reform], Platow Recht, 2015, Nr. 48, page 7
- Die reine Beitragszusage soll kommen [The Defined Contribution Plans are Coming], DER BETRIEB, 2015, page 615 ff. (together with Prof. Dr. Peter Hanau)
- Closing the Gap, Business Law Magazine, 2015, No.1, page 24 ff.
- Ein Machtkampf mit offenem Ausgang [A Battle for Power with unsure Ending], Versicherungswirtschaft, 2015, page 18 ff.
- Große Potenziale im Vorsorgegeschäft - Kollektive Lösungen in der betrieblichen Altersversorgung bieten Chancen für den Klein- und Mittelstand [Huge Opportunities in the Area of Pensions - Collective Solutions for Corporate Pensions for Small and Medium Size Companies], *Magazin Versicherungswirtschaft*, 2014, page 40 ff. (together with Dr. Christian Schareck)
- Handbook "Entgeltumwandlung" [Deferred Compensation], 3rd edition, 2014, (leading standard print medium on this topic; together with Prof. Dr. Peter Hanau, Prof. Dr. Volker Rieble, Dr. Annetrin Veit)

## Events

- Frequent speeches at the annual Handelsblatt Conference on Corporate Pensions in Berlin

## NEWS

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### DLA Piper advises Heidelberger Druckmaschinen on the sale of Gallus Group

23 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG (Heidelberg) on the sale of Gallus Group to Swiss packaging business benpac holding ag. With this transaction Heidelberg is systematically pursuing the company's realignment, which includes focusing on its core business of sheetfed printing. The sale, which still needs to be approved by the relevant bodies and is subject to other condition precedents, is set to take effect before the end of 2020.

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### DLA Piper advises GM Cruise on acquisition of Astyx

8 July 2020

DLA Piper has advised GM Cruise Holdings LLC (GM Cruise) in connection with the acquisition of Astyx GmbH (Astyx) from Zukunft Ventures GmbH, a subsidiary of ZF Friedrichshafen AG, and the founders of Astyx.

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### DLA Piper advises Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme

2 July 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the restructuring of the company pension scheme, covering all employees in Germany. This was agreed by the Management Board and employee representatives of the company together with the IG Metall trade union.

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### DLA Piper advises Heidelberger Druckmaschinen on package of measures to increase profitability

20 March 2020

DLA Piper has advised Heidelberger Druckmaschinen AG on the comprehensive package of measures to increase its profitability which has been announced by the company. The aim is to reduce structural costs at short notice and to sustainably improve the company's profitability. This will significantly improve Heidelberg's financial stability.

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## **DLA Piper advises Guala Closures Group on the acquisition of the assets of Germany's Closurelogic**

6 January 2020

DLA Piper has advised the Guala Closures Group, one of the world leaders in the production of security closures for spirits and aluminium closures for wines, as well as one of the major world producer and distributor of aluminium closures for the beverage industry, on the acquisition of the activities of Closurelogic GmbH, the German producer specialised in the aluminium closures.

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## **DLA Piper advises Rolls-Royce on acquisition of Siemens' eAircraft business**

21 June 2019

DLA Piper has advised Rolls-Royce plc on the acquisition of Siemens' electric and hybrid-electric aerospace propulsion activities, eAircraft. The acquisition will accelerate the delivery of Rolls-Royce's electrification strategy and boost its ambition to play a major role in the "third era" of aviation. The completion of the transaction is expected in late 2019, following a period of employee consultation.

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## **DLA Piper advises DASAN Zhong Solutions on intended acquisition of KEYMILE**

24 OCT 2018

DLA Piper has advised NASDAQ-listed DASAN Zhong Solutions (DZS), a global leader in fiber access transformation for enterprise and service provider networks, on its intended acquisition of KEYMILE, a leading solution provider and manufacturer of telecommunication systems for broadband access.

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