



Employment

Global experience in implementing reorganizations that achieve your business objectives while ensuring minimal legal HR risk and preventing disruption to service delivery.

Realizing potential

The success or failure of a corporate reorganization often turns on whether the project has succeeded on the people front. Ignore the human factor and the value of a reorganization can be seriously undermined and its objectives hampered. Full and advance planning of the HR strategy underpinning any reorganization is critical to the success of the project, particularly where multiple jurisdictions are involved.

Key considerations

We guide businesses through the employment, compensation and benefits issues that can arise at any stage of a project, achieving the desired efficiencies on time and on budget while minimizing legal HR risk and avoiding disruption to service delivery.

Reorganization method

The method of reorganization will determine the key employment considerations and risks; local requirements vary and need to be assessed carefully for any quirks.

Information & consultation

Many countries, especially across Europe, require consultation with work councils and other employee representatives regarding a contemplated reorganization.

Reductions-in-force

The processes, timing and criteria of any reductions-in-force can vary markedly across borders, with some countries posing significant challenges and risks.

Social plans and severance payments

Severance costs and any tax consequences should be assessed at an early stage as each jurisdiction can require an individual approach.

Changes to roles and terms of employment

The level of workforce integration will need to be considered early and often requires significant interaction with benefits brokers and governmental authorities.

Protecting talent

A clear retention strategy is vital to ensure that key talent stays in place.

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RELATED SERVICES

- International Corporate Reorganizations

NEWS

DLA Piper adviseert The Carlyle Group bij investering in HSO Group

6 September 2019

DLA Piper heeft The Carlyle Group geadviseerd bij de investering in HSO Group. Het eigen vermogen voor de investering kwam van Carlyle European Technology Partners III Fund (CETP), een fonds van EUR635 miljoen dat investeert in technologiegerichte bedrijven in Europa en de VS.

DLA Piper advises The Carlyle Group on its investment in HSO Group

6 September 2019

DLA Piper has advised The Carlyle Group on its investment in HSO Group. Equity for the investment is provided by Carlyle European Technology Partners III Fund (CETP), a EUR635 million fund that invests in technology-focused companies in Europe and the US.

DLA Piper continues Irish expansion with appointment of four new partners

4 September 2019

DLA Piper today announces the appointment of four new partners to its recently opened Dublin office into four key practice areas of Finance and Projects (F&P), Intellectual Property and Technology (IPT), Tax and Real Estate. The new partners will be joined by three legal directors, as part of the firm's ongoing expansion in Ireland.

DLA Piper advises Allianz Real Estate on the acquisition of EDGE Hafencity in Hamburg

2 August 2019

DLA Piper has advised Allianz Real Estate on its acquisition of the office property EDGE Hafencity as part of an off-market forward deal. EDGE HafenCity Hamburg will be a 15-storey building with a total lettable area of approximately 22,500 sqm.

DLA Piper advises KRAHN on acquisition of eMBe Products & Service

26 June 2019

DLA Piper has advised chemical distributor KRAHN Chemie GmbH on its acquisition of eMBe Products & Service GmbH, one of the leading additive manufacturers for the ceramics and powder metal industry in Europe.

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.

DLA Piper named UK transfer pricing firm of the year for the third year running

17 MAY 2019

DLA Piper has been named UK Transfer Pricing Firm of the Year for the third year running at the International Tax Review (ITR) European Tax Awards 2019, in a ceremony held in London on 16 May. The firm was also, and for the first time this year, named Africa Transfer Pricing Firm of the Year.

DLA Piper announces launch of Artificial Intelligence practice

14 MAY 2019

DLA Piper announced today the launch of its Artificial Intelligence practice, which will focus on assisting companies as they navigate the legal landscape of emerging and disruptive technologies, while helping them understand the legal and compliance risks arising from the creation and deployment of AI systems.

DLA Piper Hamburg: Alter Wall is new office location

13 MAY 2019

Last weekend DLA Piper has moved from Jungfernstieg to its new premises "Alter Wall Hamburg" in the heart of Hamburg. DLA Piper has moved into the top three floors of the building at Alter Wall 4 that offer a total of around 3,200 sqm of office space.

DLA Piper advises BrewDog on acquisition of iconic Berlin brewery

6 MAY 2019

DLA Piper has advised BrewDog, a multinational craft brewery and pub chain based in Scotland, on the acquisition of World Bistro & Gardens in Berlin from Stone Brewing, one of the largest craft breweries in the US.

DLA Piper announces partnership promotions for 2019

1 APR 2019

DLA Piper is proud to announce that 77 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2019 in the United States and May 1, 2019 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 43 different offices throughout 20 countries.

Non-resident real estate investors bullish on Capital Gains Tax changes

19 MAR 2019

Non-resident real estate investors are holding their nerve on UK investment strategies despite impending capital gains tax (CGT) changes coming into force next month and uncertainty around Brexit. According to a DLA Piper report, more than half (58 percent) of those polled expect the new tax code will have no impact on their investment strategy.

DLA Piper announces launch of Blockchain and Digital Assets practice

26 FEB 2019

DLA Piper announced today the launch of its Blockchain and Digital Assets practice, which will offer strategic advice on a global basis to address the needs of companies implementing blockchain technology solutions and creating and deploying digital assets.

DLA Piper enhances cross-border tax capability with new partner hire in Dublin

26 FEB 2019

DLA Piper today announces the appointment of Maura Dineen as a Tax partner in the firm's newly opened Dublin office. This is the fifth partner hire for DLA Piper in Dublin in a month, following the announcements in January of Conor Houlihan (Finance & Projects), Éanna Mellett (Corporate), Mark Rasdale (Intellectual Property & Technology) and Ciara McLoughlin (Employment).

DLA Piper strengthens tax offering in Luxembourg with partner hire

2 JAN 2019

DLA Piper today announces the appointment of Jacques Wantz as a partner in its Tax practice, based in Luxembourg. He will be joined by associate Emre Akan.

DLA Piper advises Stillfront Group on acquisition of German game developer Playa Games GmbH

14 DEC 2018

DLA Piper has advised the Swedish company, Stillfront Group AB, on its acquisition of Hamburg-based Playa Games GmbH.

DLA Piper advises H.I.G. Capital on the acquisition of BollAnts Spa in Bad Sobernheim

5 DEC 2018

DLA Piper has advised US asset manager H.I.G. Capital on its acquisition of the BollAnts Spa im Park in Bad Sobernheim, in the federal state of Rhineland Palatinate, completed with Hamilton Hotel Investors. The two parties involved have agreed the purchase price will remain undisclosed.

DLA Piper advises Aareal bank on €447m financing for pan-European hotel portfolio

23 NOV 2018

DLA Piper has advised Aareal Bank AG in relation to the arrangement of a five-year €447 million financing for a European hotel portfolio managed by Swedish hotel property company Pandex AB.

DLA Piper advises KGAL Group on its acquisition of „Berliner Freiheit“ in Bremen

13 NOV 2018

DLA Piper has advised the KGAL Investment Management GmbH & Co. KG on its acquisition of shopping center and neighbourhood hub "Berliner Freiheit" in Bremen, for an undisclosed price.

DLA Piper advises Columbia Capital, LLC in its US\$21 million equity investment in Resilience360

13 NOV 2018

DLA Piper represented Columbia Capital, LLC in its US\$21 million equity investment in Resilience360 GMBH.

DLA Piper advises DASAN Zhone Solutions on intended acquisition of KEYMILE

24 OCT 2018

DLA Piper has advised NASDAQ-listed DASAN Zhone 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.

DLA Piper advises Family Trust Investor on founding of new private equity fund and expansion of investor base

11 OCT 2018

DLA Piper has advised the shareholders of Family Trust Investor (FTI) on the founding of a new holding company for private equity transactions. With its new fund FTI has significantly expanded its existing investor base and raised an undisclosed amount of committed capital.

DLA Piper advises exceet Group on sale of its micro- and optoelectronics company AEMtec

27 SEP 2018

DLA Piper has advised the exceet Group on the sale of their portfolio company AEMtec GmbH - the Berlin based micro- and optoelectronics company - to Mellifera Neunundzwanzigste Beteiligungsgesellschaft.

DLA Piper advises InterContinental Hotels on first Kimpton Hotel opening in Germany

26 JUL 2018

DLA Piper has advised one of the world's leading hotel companies, the InterContinental Hotels Group (IHG), on the opening of its first Kimpton hotel in Germany. Opening in 2023, the hotel will be situated within a listed building on the Junghofstrasse in Frankfurt's city centre, and will form part of the company's rapidly expanding Kimpton Hotels & Restaurants brand.

DLA Piper Africa welcomes Zimbabwe member firm

19 JUN 2018

DLA Piper Africa has announced that leading Zimbabwean law firm, Manokore Attorneys, is joining as the member firm in Zimbabwe.

DLA Piper takes home eight awards at 2018 International Tax Review European Tax Awards

18 MAY 2018

DLA Piper has won eight awards at the International Tax Review European Tax Awards 2018, in a ceremony that took place on Thursday, May 17, 2018 at the Savoy Hotel in London.

The firm has been named UK Transfer Pricing Firm of the Year, Spain Tax Firm of the Year and Gulf Cooperation Council Tax Firm of the Year.

DLA Piper advises Migdal on the acquisition of German light industrial portfolio for €56m

13 APR 2018

DLA Piper has advised the Israeli insurance company and pension manager, Migdal, on its acquisition of three light industrial properties in Germany from ThreadGreen Industrial for €55.7 million. Migdal completed the acquisition in association with Cording Real Estate Group, a German, UK and Benelux real estate investment and asset management firm.

DLA Piper announces partnership promotions for 2018

3 APR 2018

DLA Piper is proud to announce that 62 lawyers have been promoted to its partnership. The promotions are effective as of 1 April 2018 in the United States and 1 May 2018 for EMEA and Asia Pacific. The promotions were made across many of the firm's practice areas in 42 different offices throughout 20 countries.

DLA Piper Africa advises Adenia Partners on acquisition of controlling stake in Kanu Equipment Limited

23 MAR 2018

Kanu has been driving an expansion strategy across Sub-Saharan Africa in recent years and the business now operates in 13 countries, servicing the agriculture, construction and mining industries.

DLA Piper grows Tax practice in Germany with new hire

8 MAR 2018

DLA Piper is pleased to announce that Dr Marie-Theres Rämer will join the firm as a partner in its Tax practice, based in Frankfurt.

DLA Piper advises Barings on the acquisition of an office building in Munich

5 MAR 2018

DLA Piper has advised Barings Real Estate on the acquisition of an office building in the Obersending district of Munich.

DLA Piper advises Cabinet Group on Funcom joint venture

9 FEB 2018

DLA Piper represented Cabinet Group LLC on tax and Norwegian law matters in its joint venture with Funcom N.V., a Norwegian developer, to establish Heroic Signatures.

DLA Piper advises HanseMerkur on its acquisition of BBG Office Center in Böblingen

29 JAN 2018

DLA Piper has advised HanseMerkur Grundvermögen AG on its acquisition of the BBG Office Center located on the Böblinger Flugfeld development site for the open-ended special AIF "HMG Grundwerte Deutschland Südwest."

DLA Piper advises Tishman Speyer on rental agreement with Naspers

29 JAN 2018

DLA Piper has advised the international project developer and fund manager, Tishman Speyer, on the leasing of 9,500 square meters of its recently acquired "Pressehaus am Alexanderplatz," located on Karl Liebknecht Strasse, to the international internet and entertainment group Naspers.

DLA Piper advises the founding shareholders of Deekeling Arndt Advisors on sale to Havas Group

25 JAN 2018

DLA Piper has advised the founding shareholders of Deekeling Arndt Advisors in Communications GmbH (DAA) on the sale of the majority of their shares to Havas Group. The founders Egbert Deekeling and Olaf Arndt who prior to the transaction held the majority of shares and also lent their names to DAA, will remain in charge over the long term and continue to head over the company's operative business as shareholders and managing directors. The company name will also remain unaffected.

DLA Piper advises Active Ownership Capital on the acquisition of brake system manufacturer PINTSCH BUBENZER

25 JAN 2018

DLA Piper has advised the Luxembourg-based investment company Active Ownership Capital on the acquisition of PINTSCH BUBENZER, a leading provider of industrial brakes and subsidiary of Schaltbau Holding AG.

DLA Piper advises ASC Investment on the acquisition of VITRABLOK

22 JAN 2018

DLA Piper has advised Luxembourg-based private equity firm ASC Investment on the acquisition and the financing of VITRABLOK a specialist glass block manufacturer. This is the first acquisition for ASC Investment.

DLA Piper advises alstria office on the sale of an office building in Frankfurt to Cresco Capital

4 JAN 2018

DLA Piper has advised the commercial REIT alstria office on the sale of an office and business property to Cresco Capital Group, with the purchase price amounting to €44 million.

DLA Piper launches Middle East Tax practice

4 DEC 2017

DLA Piper has strengthened its International Tax practice with the appointment of Ton van Doremalen as partner and Head of Tax in the Middle East. Ton joined the firm's Dubai office on 3 December 2017.

DLA Piper advises McDonald's on restaurant opening in Kyiv

21 NOV 2017

DLA Piper has advised and represented McDonald's, the leading global fast-service restaurant brand, in a recently completed

transaction resulting in the opening of a new restaurant in Kyiv.
