



Ute Krudewagen

Partner

CHAIR, INTERNATIONAL EMPLOYMENT PRACTICE

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Ute Krudewagen focuses on providing multinational companies with solutions to the challenges presented in managing a global workforce. In addition, she counsels companies on employment issues triggered by cross-border transactions.

Her vast experience includes advising on global background checks, employment and independent contractor agreements, discrimination and harassment claims, social media issues, global policies and procedures, non-compete and proprietary information agreements, works council and union issues, codes of conduct and social responsibility, workplace privacy, employee assignments and global mobility programs, global employment issues in connection with Covid-19, global reductions in force and cost-saving initiatives, restructurings and severance and retention plans.

Ute also counsels global employers on the issues associated with transactions, including cross-border mergers and acquisitions, outsourcing, post-acquisition integrations and tax restructurings. She has successfully addressed employment issues in transactions with workforces in more than 60 jurisdictions in one transaction, with deal values ranging from US\$2 million to more than US\$60 billion, including negotiation and drafting of the deal agreement, employee transfers, consultations with unions and works councils, benefits harmonization, interim operating models and acquisition-related downsizings.

Her experience includes advising both emerging growth companies and Fortune 500 companies across a wide spectrum of industries and jurisdictions across the globe, including technology/software, fashion/retail, pharmaceuticals, life sciences, energy, manufacturing and distribution, energy, as well as banking and finance.

LANGUAGES SPOKEN

- German
- Spanish

- Corporate
- Employment
- Finance
- Emerging Growth and Venture Capital
- Mergers and Acquisitions

- Consumer Goods, Food and Retail
- Life Sciences
- Technology

German Spanish

EXPERIENCE

REPRESENTATIVE LEGAL MATTERS

- Advised on employment matters in more than 500 US and cross-border transactions and post-acquisition integrations, covering more than 60 jurisdictions in one transaction
- Counseled multinational companies in various industries on compliance with local employment laws, worldwide strategic human resources initiatives and global mobility programs in more than 80 jurisdictions
- Counseled US multinationals on employment law considerations in entering new jurisdictions, including engagement options and documentation, across up to 50 jurisdictions each
- Counseled publicly traded and private US multinational corporations on global cost-cutting strategies, including salary reductions, temporary shutdowns and reductions in force across more than 80 jurisdictions
- Counseled multinational employers on Covid-19 initiatives such as, compliance with shelter orders across the globe and travel restrictions, temperature/health checks and back-to-work considerations, furloughs, reductions in force as well as other cost-saving strategies

CREDENTIALS

Admissions

- California
- New York

Recognitions

- *The Legal 500 United States*
 - Recommended, Labor and Employment Disputes (Including Collective Actions): Defense (2020)
- BTI Consulting Group recognized Ute for providing superior service to clients in the BTI Client Service All-Stars 2022 report (2022)
- Named to the *Daily Journal's* list of "Top California Labor and Employment Lawyers," an award given annually to 75 California-based attorneys for their contributions to the law and the community (2018-2019)
- Named as outstanding lawyer in Acritas Stars, according to client nominations (2019-2020)
- Selected by the *Silicon Valley Business Journal* among its "Women of Influence" which recognizes the top 100 women in the region with various backgrounds who are making an impact in the local business community (In 2015)
- Named to the *Daily Journal's* list of "Top Women Lawyers," which recognizes the top 100 female lawyers in California (2013)
- Recognized as one of Northern California's Outstanding Young Lawyers by *Top Attorneys*
- Named as a Rising Star by Super Lawyers of Northern California (2011, 2012-2013)

Education

- LL.M., University of California, Berkeley, School of Law
- J.D., University of Cologne
- Dr. iur., University of Cologne
summa cum laude

Courts

- All California state and federal district courts
- All New York state and federal district courts

Memberships

- Certified Information Privacy Professional (CIPP/EU and CIPP/US), International Association of Privacy Professionals
- Co-Editor in Chief, International Labor & Employment Laws, Bloomberg Law
- American Bar Association, International Labor & Employment Law Committee
- HR Certification Institute, Global Professional in Human Resources
- Law Society of England and Wales, Non-practicing member
- International Corporate Reorganizations Steering Group, DLA Piper

INSIGHTS

A frequent author, Ute has been published in *Workspan*, *The Daily Journal*, *Lexology*, *Association of Corporate Counsel (ACC) Newsstand*, *The Recorder*, *California Employment Law Magazine* and *Worldwide Financier*, among others.

Ute has also presented on international employment topics at leading industry events, including the Women in International Trade, ACC, American Bar Association, SHRM and National Trade Counsel conferences.

Publications

Global: Top 10 tips for implementing global reductions in force

Crossroads – ICR Insights

Outside the US, RIFs can be expensive and time-consuming.

By: Ute Krudewagen and Victoria Richter

183 days of war in Ukraine: Tax considerations for refugees and their employers

20 September 2022

A reminder to employers with a dispersed workforce of Ukrainian refugees to take a look at the status of these employees.

- "Global reductions in force – top tips to get them right," *Daily Journal*, June 29, 2022
- "Challenges of implementing a global hybrid work mode," *Daily Journal*, June 30, 2021
- "Working from home: Global compliance obligations in the brave new world," *Daily Journal*, July 15, 2020
- "The Stranded Employee," *DLA Piper*, June 2, 2020
- "DLA Piper's employment guide to global reductions in force: Coronavirus edition," *DLA Piper*, May 11, 2020
- "Annual Employment Law Quiz," *DLA Piper*, January 28, 2020
- "Six Key Considerations for a Successful Post-Acquisition Integration," *Tax Notes International*, April 8, 2019
- "International HR and Employee Discipline Issues in FCPA Matters," *DLA Piper*, July 10, 2018
- "An International Employment Law Quiz for Changing Times," *DLA Piper*, March 9, 2018
- "Global Reductions in Force: A Practical Checklist," *SHRM*, November 3, 2016
- "Global RIFs: A Checklist Approach," *The Labor Dish*, August 2016
- "Going Global? Top 5 Labor and Employment Issues when Expanding Outside of the US," *ACCELERATE*, July 2016

- "Considerations when expanding globally," *ACCELERATE*, July 2016
- "Quiz: How Well Do You Know Global Employment Law?," April 1, 2016

Events

Upcoming

Global employment CLE webinar: 2022 review and 2023 preview

December 14, 2022
Webinar

Previous

Global Employment Webinar: 2021 Review and 2022 Preview

18 January 2022 | 8 AM - 9:30 AM PST | 11 AM - 12:30 PM EST | 12 AM - 1:30 AM HKT
Webinar

Global Employment Webinar on Return to Work Strategies, Vaccines and Testing

25 May 2021
Webinar

- "OBA's Institute Across Border." November 10, 2021
- "The impact of India's new labor codes," April 7, 2021
- "Global return to work issues for employers," May 13, 2020
- "Global workforce reductions-in-force in the time of Coronavirus," May 6, 2020
- "Coronavirus: Managing and implementing global cost-saving measures across the workforce," April 2, 2020
- "DLA Piper's Annual Employment Law CLE Briefing 2020," February 14, 2020 (San Diego), January 30, 2020 (Los Angeles), January 23, 2020 (East Palo Alto) and January 16, 2020 (San Francisco)
- "California Employment Law Briefing," January 15, 2019 (San Francisco) and January 17, 2019 (Silicon Valley)
- "CLE webinar: Navigating the road to a global workforce," May 9, 2018
- "Beyond GDPR - privacy in the employment relationship," March 14, 2018
- "Global Developments," Annual Employment Law CLE Briefing, 2013 – today
- "Labor & Employment Law Trends in Europe: a Region in Transition", June 22, 2017
- "The Gig Economy: Perils and Opportunities in a Global Workplace," March 14, 2017
- "Corporate Counsel Institute, Cross-Border Legal Issues for In-House Counsel," April 7, 2016 (Houston) and May 6, 2016 (Dallas)
- "Navigating the New, Scalable Worker Model," March 29, 2016
- Co-Presenter, "Global Employee Mobility," TEI Los Angeles Chapter - International Tax Seminar, Los Angeles, September 25, 2015
- "Global Mobility for Tax Directors," TEI Global Mobility Tax Conference, March 20, 2014
- "Bloomberg BNA Webinar, International Contingency Workers," October 22, 2013

NEWS

MEDIA MENTIONS

- "Cross-Border Attys Grapple With #MeToo's Varying Impact," *Law360*, August 9, 2019
- "Helping Expatriate Employees Deal with Culture Shock," *SHRM Magazine*, June 4, 2019
- "Coca-Cola FEMSA's \$250.7 Million Acquisition of Montevideo Refrescos S.R.L. (Monresa)," *Global Legal Chronicle*, July 11, 2018