



## Ute Krudewagen

Partner

CHAIR, INTERNATIONAL EMPLOYMENT PRACTICE

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### Silicon Valley

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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

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### 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

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#### Admissions

- California
- New York

#### Recognitions

In 2018 and 2019, Ute was 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. In 2019 and 2020, Ute was named as outstanding lawyer in Acritas Stars, according to client nominations. In 2015, she was selected by the *Silicon Valley Business Journal* among its "Women of Influence." This honor recognizes the top 100 women in the region with various backgrounds who are making an impact in the local business community. Ute was also named to the *Daily Journal's* 2013 list of "Top Women Lawyers," which recognizes the top 100 female lawyers in California. She has also been recognized as one of Northern California's Outstanding Young Lawyers by *Top Attorneys* and named as a Rising Star by Super Lawyers of Northern California (2011, 2012 and 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

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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

### **Cost-cutting considerations in the time of COVID-19 (Part 3 – employment issues outside the US)**

7 April 2020

A deeper dive into various cost-saving measures and their viability for employers outside the US.

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### **Coronavirus: Employee furloughs, reductions-in-force and similar temporary cost-saving measures (Part 2 – Employment issues outside the US)**

25 March 2020

A general overview of key employment issues to consider outside of the US in light of COVID-19.

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### **Coronavirus (COVID-19): ten practical steps for global employers, right now (Global)**

13 March 2020

These steps are not based on laws of any one jurisdiction but rather are designed to provide a global employer with themes to consider, understanding that what may be suitable for each employer may vary greatly depending on the employer's unique circumstances.

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- "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

### 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

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

25 May 2021  
Webinar

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#### **International Employment Law Return to Work Program**

16 June 2020  
Webinar

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#### **Global return-to-work issues for employers**

13 May 2020 | 10:00 – 11:30 ET  
Webinar

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#### **COVID-19: Important Issues for Israeli Companies to Consider**

6 April 2020  
Webinar

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#### **Coronavirus Webinar: managing and implementing global cost-saving measures across the workforce**

2 April 2020  
Webinar

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- "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

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## 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