



### Victoria Richter

#### Partner

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Victoria Richter is a Partner in the firm's employment group. She has broad experience as a dual-qualified English and US lawyer, with over 15 years of experience as outside and in-house employment counsel for institutions globally.

• Employment

Victoria provides strategic legal counsel to international and cross-border clients on all aspects of employment law. She serves as a trusted advisor and managing international counsel for clients on a broad range of complex global employment matters. In particular, her experience includes advising on global background checks, employment and independent contractor agreements, restrictive covenant protections, discrimination and harassment claims, social media issues, global policies and procedures, non-compete and proprietary information agreements, works council and union issues, collective employee consultation, codes of conduct and social responsibility, workplace privacy, employee assignments and global mobility programs, global reductions in force, restructurings and severance and retention plans.

Before joining the firm, Victoria worked as in-house employment counsel for a global investment bank in London, covering Europe Middle-East and Africa (EMEA). She has a strong understanding of the legal and business responsibilities that in-house counsel face.

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

## REPRESENTATIVE LEGAL MATTERS

- 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
- Advised on employment matters in more than 50 US and cross-border transactions and post-acquisition integrations, covering more than 40 jurisdictions in one transaction
- Conducted comprehensive multijurisdictional reviews of bonus and commission structures, including advice on collective consultation obligations and contract changes
- Counseled numerous emerging growth companies on compliance with local employment laws when expanding into new jurisdictions, including, engagement options, preparation of employment agreements, policies and other onboarding documentation
- Counseled publicly traded and private US multinational corporations on global cost-cutting strategies, including salary reductions and

reductions in force across more than 40 jurisdictions

## CREDENTIALS

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### Admissions

- England and Wales
- Illinois

### Professional Qualifications

- Solicitor of the Senior Courts of England and Wales

### Recognitions

- Band 4 Labor & Employment Illinois, *Chambers*, 2021

### Education

- Trinity Hall, Cambridge University, M.A., 2003
- The University of Law, Post Graduate Diploma in Law, 2001
- Trinity Hall, Cambridge University, B.A., 1999

### Memberships

- American Bar Association, International Labor & Employment Law Committee (Co-Editor, *International Labor & Employment Law Committee Newsletter*)
- Law Society of England and Wales, practicing member

## INSIGHTS

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### Publications

#### **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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- "New horizons and opportunities: Strategic global workforce and employment considerations," *DLA Piper*, April 21, 2021
- "Global Employment Law Quiz 2021," *DLA Piper*, January 5, 2021
- "Working from home: Global compliance obligations in the brave new world," *Daily Journal*, July 15, 2020
- "DLA Piper's employment guide to global reductions in force: Coronavirus edition," *DLA Piper*, May 11, 2020
- "Global Employment Law Quiz 2020," *DLA Piper*, December 19, 2019
- "Training Young Women in the Land of a Thousand Hills," *DLA Piper*, December 10, 2019
- "New Perimeter: Our Global Pro Bono Perimeter," *DLA Piper*, October 2019
- "Cross-Border Attys Grapple With #MeToo's Varying Impact," Quoted in *Law 360 August Edition*, August 9, 2019

- "5 Ways MeToo Will Continue to Impact Global Companies in 2019," *Emtrain*, February 14, 2019
- "Global Employment Law Quiz 2019," *DLA Piper*, January 11, 2019
- "Unlimited Paid Time Off: Can Ferris Bueller's Dream Go Global?" *The Labor Dish*, November 14, 2017
- "Forum Selection Clauses For US Citizens Working In Another Country?" *The Labor Dish*, December 14, 2016
- "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
- "5 Tips on Global Compensation Plans," *The Labor Dish*, March 2, 2015
- "Telecommuting Employee Voluntarily Based in Australia Covered by UK Employment Rights," *ABA International Labor & Employment Law Committee Newsletter*, March 2015
- "Trends In The Language Of Global Employment Documents," *Law360*, November 7, 2014

## Events

### Previous

#### **New horizons and opportunities: Strategic workforce and employment considerations**

21 April 2021 | 12:00 – 1:00 p.m. ET  
Webinar

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#### **Webinar: Global reductions-in-force in the time of coronavirus**

6 May 2020  
Webinar

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- "The impact of India's new labor codes," April 7, 2021
- "Global workforce reductions-in-force in the time of COVID-19," May 6, 2020
- "DLA Piper's Annual Employment Law CLE Briefing 2020," February 20, 2020 (Seattle)
- "DLA Piper's Annual Employment Law CLE Briefing 2020," January 30, 2020 (Los Angeles)
- "DLA Piper's Annual Employment Law CLE Briefing 2020," January 23, 2020 (East Palo Alto)
- "Global Issues in Transactions" Webinar December 19, 2019
- "California Employment Law Briefing," January 17, 2019 (Silicon Valley)
- "Navigating the road to a global workforce: Five key labor and employment issues," May 9, 2018
- "Global Developments," Annual Employment Law CLE Briefing, January 25, 2018
- Peer2Peer Talk Series, Global Employment, "Top Employment and Labor Tips when Going Global," September 7, 2017
- Employment Law Briefing, January 19, 2017 and January 21, 2016

## NEWS

#### **DLA Piper announces partnership promotions for 2020**

30 April 2020

DLA Piper is proud to announce that 67 lawyers have been promoted to its partnership. The promotions are effective as of April 1, 2020 in the United States and May 1, 2020 for EMEA and Asia Pacific. The promotions have been made across many of the firm's practice areas in 35 different offices throughout 13 countries.

Across the firm's practices globally, Corporate saw the largest intake of new partners with 19 promotions, followed by Litigation and Regulatory with 15. Intellectual Property and Technology and Finance and Projects had ten and eight promotions respectively, while there were six in Real Estate. Tax and Employment both had four, and there was one in Restructuring.

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## **DLA Piper helps women in Rwanda protect themselves from violence, harassment and trafficking**

7 January 2020

DLA Piper, through its award-winning New Perimeter affiliate, recently completed a training program at the Akilah Institute in Rwanda aimed at helping young women protect themselves from violence, harassment and human trafficking.

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## **MEDIA MENTIONS**

- "Cross-Border Attys Grapple With #MeToo's Varying Impact," Quoted in *Law360*, August 9, 2019

## **PRO BONO**

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Victoria is a strong supporter of the firm's pro bono program. She represents several pro bono organizations, and routinely provides assistance on pro bono global employment matters. In particular, she advises New Perimeter, DLA Piper's non-profit affiliate, providing employment legal assistance in underserved regions