



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 500 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

- 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

- 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

Publications

- "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

- "Global Employment Webinar: 2021 Review and 2022 Preview," February 10, 2022
- "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

MEDIA MENTIONS

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

PRO BONO

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