

**Baker  
McKenzie.**

# One Workforce:

Global Employment & Compensation Solutions





# Connected and Convenient

- Our fully-integrated Employment & Compensation Practice leverages decades of experience navigating local employment and compensation laws throughout the world.
- Our team enables you to seamlessly deliver on strategic priorities by acting as a “one-stop shop” for employment and compensation advice.
- Instead of coordinating with separate advisors in multiple countries, work with one single point of contact in North America. Our team ensures a consistent approach across jurisdictions and can ensure U.S. compliance considerations are taken into account.

## Why Baker?

As the original global law firm, we are not only present, but deeply embedded in 45+ markets around the world and have long-standing relationships with top firms across 80+ additional countries. We work collectively to create efficiencies by sharing knowledge across a global team of over 700 employment and compensation lawyers.

**Chambers**  
AND PARTNERS

**Band 1, Employment  
and Executive  
Compensation and  
Employee Benefits**

# Solutions to Stay Ahead

In the past year alone, we have acted as employment and compensation counsel for a majority of the Fortune 100 companies. We bring our substantive legal expertise, industry benchmarking and global network together to offer:



**Support for Entering New Jurisdictions:** Supporting companies as they plant new roots is at the core of what we do. We set your organization up for success by structuring engagement options optimally so that you can recruit the talent you need in new countries. We provide best-practice offer letters, employment contract, secondment and consulting agreements, as well as bonus, commission and other compensation plans. Our team can help with implementation of work rules, handbooks and global codes of conduct and ethics. We can also advise on discrimination, harassment and retaliation matters, redundancies and workplace safety.

**Innovative Compensation & Incentive Programs:** We advise on the various tax and regulatory matters related to equity and other incentive programs offered by companies in any jurisdiction in the world. We help companies design, implement and maintain these programs using practical solutions tailored to companies' grant population and strategic goals.

**Coordinated Change Management:** When employers are forced to make difficult workforce changes such as restructurings, layoffs and furloughs, we partner with you to implement a comprehensive change strategy across all impacted jurisdictions that is both people-forward and compliant. We partner with you to build a comprehensive change strategy that is people-forward and compliance-ensured. Clients appreciate our fixed fee user-friendly tools for planning and implementation. Our coordinated teamwork enables your company to nimbly transform, even with multiple statutory hoops to jump through.

**Navigating the "People" Matters Critical to Successful Transactions:** We provide comprehensive advice addressing all the "people" issues essential to implementing any type of business change, whether it is an acquisition, divestiture, spinoff, or post-transaction integration. We partner with multinational employers to drive business change projects to successful conclusions by combining strategic advice with practical day-to-day management guidance. Our holistic support covers the full life-cycle of global deals, from the initial planning and due diligence to drafting and negotiation, all the way through to project management, implementation and integration.

**High-Stakes Disputes and Investigations:** Our experienced litigators handle sensitive, bet-the-company litigation representing clients in individual and collective actions, arbitrations, mediations, at trial, and through other alternative dispute resolution proceedings. Leading companies rely on our seasoned team for practical counseling on complex and novel issues, advice on global pay equity and diversity reviews, and high-profile domestic and cross-border investigations. In the last 5 years alone, we've secured dozens of wins for clients in employment discrimination, harassment, wage and hour, and restrictive covenant cases in federal and state court. Our bench strength also reaches across borders and we defend multinationals in contentious matters before government agencies, tribunals and courts outside of the US.



## Baker McKenzie delivers integrated solutions to complex challenges.

Complex business challenges require an integrated response across different markets, sectors and areas of law. Baker McKenzie's client solutions provide seamless advice, underpinned by deep practice and sector expertise, as well as first-rate local market knowledge. Across more than 70 offices globally, Baker McKenzie works alongside our clients to deliver solutions for a connected world.

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