

# Global Human Capital and Compliance

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Clients approach King & Spalding's Global Human Capital and Compliance team when they want to take a practical, strategic and commercial approach to global workforce issues.

We know that multinational clients operate as coordinated global brands, and not a collection of different employers from different countries. We understand the premium placed on good corporate citizenship and we appreciate the risks and commercial realities of operating a global business.

Our team has deep experience partnering with our clients to implement business changes that impact their people — modifying workforce structures, entering new markets, or applying a unified corporate culture across a global workforce.

At its core, our Global Human Capital and Compliance team helps clients develop and implement centralized and consistent global solutions to their workforce compliance, risk, growth and management challenges. We design workforce systems, processes and documents that address the myriad of evolving US and international labor and employment legal compliance requirements; assist multinational companies implement business-driven changes across their global workforce; develop commercially driven and lawful compensation, incentive arrangements (cash and equity) and benefit plans and policies to recruit, manage and retain high-performing and diverse global talent; manage day to day local, regional and global workforce issues and risk; and investigate and address employee misconduct.

The key element that differentiates us from our competitors is our centralized model and the experience and credentials of our team. We have an integrated team of highly experienced partners who have dealt with more than 500 multijurisdictional workforce projects

## Capability Lawyers



Darren G. Gardner  
*San Francisco*



Amanda A. Sonneborn  
*Chicago*



Dominic Hodson  
*San Francisco*



Luke A Edwards  
*Office*



Jake Downing  
*Chicago*

## Recognition

Member of the team ranked Band 3 Labor & Employment in NY

CHAMBERS USA, 2020

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Member of the team ranked Band 1 Labor and Employment in Georgia

CHAMBERS USA, 2020

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Members of the team ranked as Noted Lawyers in Employee Benefits,

covering 170 countries for some of the world's largest companies. We use a central point of contact partner led client team - to ensure efficiency and consistency and to capture and apply our experience and institutional knowledge. Our international employment experience, particularly across Asia, is second to none.

Our deep experience really counts as we are able to anticipate and address the hurdles across multiple legal jurisdictions at one time. We don't just provide information, we address the actual issues in the context of our clients' business goals. The scope of our experience is very broad and our advice is commercially driven, covering the full employment life-cycle for complex transactional, strategic, and compliance workforce matters.

### **Transactional**

Employment and labor issues arising from cross-border mergers and acquisitions, spinoffs, joint ventures and outsourcings:

- HR due diligence
- international employment structures
- advice regarding union and/or works council consultation
- business transfer issues
- post-transaction workforce integration issues

### **Strategic**

Strategic and commercial HR arrangements:

- employment and contingent workforce arrangements and structures - including for remote work
- retirement, health and benefit plans
- confidential information and IP issues
- executive compensation and equity plans
- international assignment/ transfer structures
- general retention and and compensation arrangements - including commission and bonus arrangements
- non-compete/non-solicitation arrangements
- terminations—complex individual and large-scale reductions in force;

### **Compliance**

Multijurisdictional compliance-related employment law issues:

- employment documents, workplace policies, handbooks and company regulations
- working hours/overtime
- leave entitlements and requirements
- health & safety

executive comp, and retirement plans: transactions

LEGAL 500, 2020

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Member of the team has won more than 30 international and US awards including International Attorney of the Year

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- privacy & data protection, including protection of employers' proprietary and confidential information
- anti-discrimination and harassment issues
- corporate compliance measures such as codes of conduct, whistleblowing, and anti-bribery programs
- management of employee grievances/claims

## Cases & Deals

*October 25, 2022*

Spring Holding to File a Draft Simplified Public Tender Offer to Purchase Outstanding Shares of Manutan International

*October 18, 2022*

Almerys group to close its first LBO

[VIEW ALL](#)

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## Insights

### CLIENT ALERT

*April 24, 2024*

FTC Issues Near-Total Ban on Non-Competes in Final Rule, with a Narrow Exception for Existing Agreements with “Senior Executives”

### CLIENT ALERT

*March 26, 2024*

DEI hard: new reports reveal UK workplace diversity challenges

### CLIENT ALERT

*February 13, 2024*

UK Employment – Key Actions for 2024

[VIEW ALL](#)

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## Events

### WEBINAR

*May 2, 2024*

Client Briefing: FTC Final Rule on Non-Compete Agreements

### WEBINAR

*January 24, 2024*

California MCLE Institute

### WEBINAR

*January 18, 2023*

California MCLE Institute

[VIEW ALL](#)

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## News

### PRESS RELEASE

*April 22, 2024*

Labor and Employment Lawyer Sydney Jones Lampard

Joins King & Spalding in Washington, D.C.

**IN THE NEWS**

*February 6, 2024*

Tessa Cranfield explains how employment and labor regulations of the human factor has made navigating different territories an increasingly challenging proposition for many organizations

**IN THE NEWS**

*January 12, 2024*

Global Human Capital and Compliance partner Tessa Cranfield joins the firm in London

**VIEW ALL**