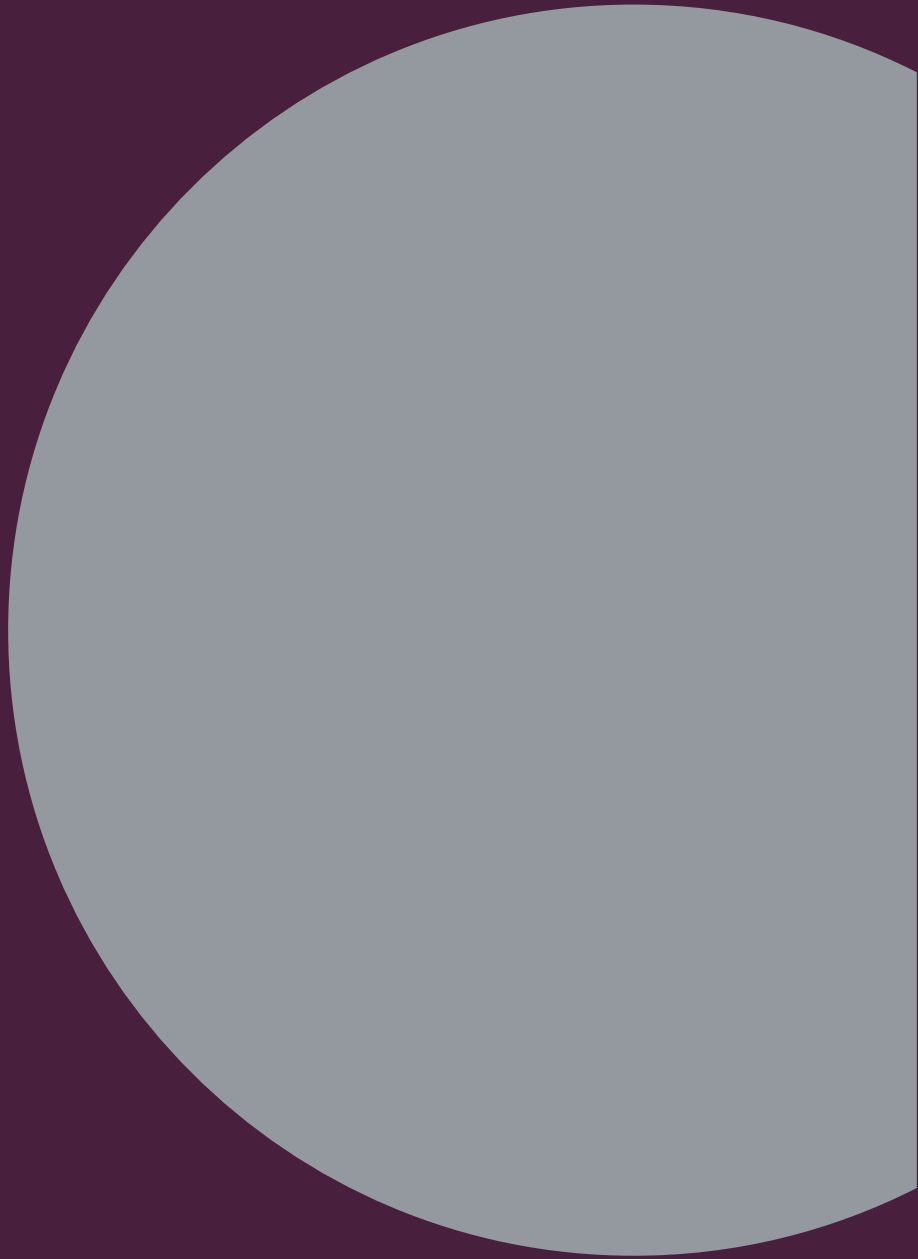




Pusch Wahlig  
Workplace  
Law



Pushing boundaries. Together.



Berlin  
Düsseldorf  
Frankfurt am Main  
München  
Hamburg  
Köln

# **We are Pusch Wahlig Workplace Law – the powerhouse for labor law.**

We advise companies, business owners and executives on all matters relating to labor law, and much more. We work together with our clients to design solutions for all legal issues faced in the world of work.

## We are a real team.

All for all. We see ourselves as a team – all of us working in close collaboration for and with our clients. Our team is crucial to our shared success. There is no silo thinking in our firm – we share our knowledge openly. That's how we want to work. As a result, our clients always receive the very best professional expertise.

## We are international.

As a founding member of L&E Global, we have been part of an exceptional international alliance since 2011. Together with over 1,500 labor law experts in more than 25 countries, we manage and handle international projects. For us, operating across national borders is an integral part of our daily work.

## We are passionate.

Labor law is our passion. We love the challenge and remain focused, even when it gets difficult. We draw on the wealth of experience that many of us have brought from large law firms. We find simplicity in complexity and make it transparent.

# Workplace Law

## 360° Labor Law

### **Practice Groups**

- Co-determination Management
- Company pension schemes
- Data & Privacy
- HR Compliance and occupational health and safety
- Legal Tech
- M&A
- Restructuring
- Start-up

### **Competence Center**

- Church labor law
- Insolvency labor law
- International assignment of employees
- Public labor law

### **Sonstige Themen**

- Drafting of contracts
- International labor law
- New work
- Labor law advice for Managing Directors and Executives
- Legal aspects of occupational health management
- Litigation, complex & mass litigation
- Remuneration systems
- Strategic workplace advice

# Workplace Law

## Focus on: Practice Groups

**Within the 360° employment law range, special expertise/know how has crystallized in recent years and we have decided to bundle it in Practice Groups. This allows us to better structure our know how, to increase our efficiency and productivity and optimize our advisory service for our clients. Our Practice Groups work together across locations. One Team – One Source of Knowledge.**

### **Company pension schemes**

The company pension scheme often leads a kind of shadowy existence – in particular in medium-sized companies. However, it should be taken seriously and may even, in certain situations, turn out to be a “decisive factor for the outcome of war” and a “deal breaker”. Our experts are happy to advise you on the entire range of the company pension scheme, such as:

- Reason, interpretation, amendment and termination of pension entitlements
- Extrajudicial and judicial representation
- Counselling in company pension matters in the field of M&A transactions/restructurings
- De-risking
- Pension entitlements of managing directors, board members, shareholders and further executive employees

### **Data & Privacy**

Digitalization is affecting almost all areas in the world of work. This creates large amounts of data. The processing of data from customers as well as employees offers great opportunities but can also involve legal risks at the same time.

Our experts see the tasks involved as a challenge and an opportunity to find solution together with you that make comprehensive data processing possible in accordance with applicable law. We are happy to support you in implementing processes compliant with data privacy as well as in adhering to compliance requirements.



### **HR Compliance**

Our competences and experience from many years of advising numerous clients on the implementation of an effective compliance structure as well as on measures to prevent and deal with compliance cases are bundled in our HR Compliance and Occupational Health and Safety Practice Group. Our Practice Group combines our competences in the areas of

- Core Compliance
- Deployment of third-party personnel
- Occupational health and safety

We offer you comprehensive, practice-oriented advice in these areas to classify and effectively minimize any legal risk.

### **Legal Tech**

Innovation is an integral part of our firm's culture – for us, this includes linking our legal advice with future oriented technology. With the help of Legal Tech, we standardize complex and time-consuming processes, facilitate difficult decisions and find creative solutions for our clients. Our overall goal is to improve the efficiency and quality of daily and routine processes, in particular when dealing with large restructuring mandates.

We already developed numerous tools which can be used in complex restructuring projects, in compliance cases, when defending wrongful dismissal claims and in many other scenarios under employment law. For further information, please refer to <https://pwwl-workplace-tech.de>.

### **M&A**

Our Mergers & Acquisitions (M&A) Practice Group advises on all employment and pension law aspects of national and international M&A projects. We provide support in all areas of M&A transactions relevant under employment law, from structuring under and drafting of all transfer documents under employment law – if applicable coordinating the entire international employment law/pensions workstreams – to implementing any restructuring or integration measures before or after closing.

We have many years of experience in major international law firms. Therefore we are familiar with the specifics of PE transactions and have already successfully handled a large number of partially highly complex M&A projects and were able to demonstrate our know-how in a large number of partially highly complex M&A transactions.



### **Co-determination Management**

Our Practice Group Co-Determination Management specializes in dealing with all legal, strategic as well as tactical issues in the area of operational and corporate co-determination. We offer you consulting services based on a 4-pillar approach. This comprises practical knowledge acquired 1.) in management and politics, 2.) in the works council, 3.) in mediation, 4.) in HR management and it is based on the many years of experience of our consultants in various positions and areas. We have mastered the entire range of co-determination management, from forceful confrontation to balancing cooperation. We see ourselves not only as your legal advisors, but as assertive companions of your individual project.

### **Restructuring**

The Restructuring Practice Group advises companies on the employment law planning and implementation of restructuring projects.

We support employers from the strategic planning of all structuring options of a restructuring to the entrepreneurial decision-making and implementation in negotiations with works councils and trade unions. In doing so, we work together with our Legal Tech Practice Group on the continuous optimisation and standardisation of processes. With the help of our Restructuring Suite for limiting the social plan budget, optimising the social selection and permanent presentation of the financial effects of the envisaged labour law measures, we have already successfully accompanied numerous restructuring projects and helped our clients to find legally secure, fair and socially acceptable solutions and to conduct negotiations in a rational and evidence-based manner.

We are constantly cooperating with a network of business consultants and interim personnel managers to provide you optimal support and accompany you in the planning and implementation phase.

### **Start-ups**

We understand start-ups because we have established and worked in and with many start-ups ourselves and not least because we used to be one ourselves. We know about bold and hopeful beginnings, we know about success as well as the odd setback and, above all, about the challenges that come with growth. We are driven by innovation, something we have in common with our clients. We enjoy accompanying them on this path- from the early stage to profitability.

Our experts accompanied many successful start-ups and advise them on all operative and strategic questions from the Pre-Seed Stage to the Unicorn or Exit.

# Awards

**BrandEins** STP Legal 2018  
**Handelsblatt** The Lawyer  
2018 + 2021: **“European  
Specialist Law firm of the  
year”** JUVE Award 2017  
**„Labor Law Firm of the  
Year“** **WirtschaftsWoche**  
azur Award 2019 + 2020:  
**“Innovation”** **Legal 500**  
azur Award 2017 **“Diversity”**  
**Chambers** JUVE Award 2023  
**„Labor Law Firm of the Year“**

■ Awards

■ Recommendations

■ Nominations

# Partner



Dr. Tobias Pusch,  
LL.M. (Harvard),  
MBA, MSc (LBS)

Certified labor law  
specialist

[pusch@pwwl.de](mailto:pusch@pwwl.de)

- Advice for start-ups
- Co-determination
- Special Types Litigation



Thomas Wahlig

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specialist

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- Restructuring
- Advice for Managing Directors and Executives
- Compliance



Dr. Jochen  
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- Restructurings, staff cuts, transfer of business
- Negotiations with works councils and trade unions
- HR Compliance



Dr. Michael  
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- Data & Privacy
- Public labor law
- Church labor law



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- Compliance
- Legal aspects of occupational health management
- Transfer of business



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- Restructurings, staff cuts, transfer of business
- Insolvency labor law
- International labor law



**Dr. Holger  
Thomas, MM**

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- Restructurings, staff cuts, transfer of business
- Negotiations with works councils and trade unions
- Litigation and mediation



**Eva Wißler**

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- Restructurings, staff cuts, transfer of business
- Insolvency labor law
- External staff deployment



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- International labor law
- Remuneration systems, also for regulated companies
- Restructurings, staff cuts, transfer of business



**Dr. Thomas Thees**

Certified labor law specialist

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- Restructurings, staff cuts, transfer of business
- Company pension schemes
- Advice for Managing Directors and Executives



**Dr. Tobias Brors, LL.M. (Huddersfield)**

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- Data & Privacy
- Restructurings, staff cuts, transfer of business
- Negotiations with works councils regarding the implementation of IT systems



**Dr. Alexander Lorenz**

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- Restructurings, staff cuts, transfer of business
- Works constitution and collective bargaining law
- Remuneration systems



**Dr. Albrecht Nehls**

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- Advice for Managing Directors and Executives
- Works constitution and collective bargaining law
- Transactions



**Jan Rudolph**

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- Restructurings, staff cuts, transfer of business
- Representation of businesses regarding Executives
- European employee participation



**Ingo Sappa**

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- Restructurings, staff cuts, transfer of business
- Transactions
- Internal Investigations



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- Occupational health and safety
- Termination disputes
- Drafting of employment contracts



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- Transactions
- Recruiting and separation of Executives (including drafting of service and termination agreements)
- Restructurings, staff cuts, transfer of business



Dr. Thorben Klopp

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- Restructurings, staff cuts, transfer of business
- Issues relating to works constitution law
- Representation of companies in hiring and separation of executives



Walter Born

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- Support for complex operational changes
- Restructuring and transfers of operations
- Management of outsourcing transactions and negotiations



Jacob Keyl

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- Restructurings including post-merger integration
- Litigation
- Collective employment law incl. reconciliation of interests and social plan negotiations





# Of Counsel



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- Negotiations with works councils and trade unions
- Advice for Managing Directors and Executives
- HR Compliance



Franz Donner

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- Creation of personnel-related business solutions
- Negotiations with works councils and trade unions
- Implementation of modern working conditions in a changing world of work



Prof. Dr. Georg  
Annuß, LL.M.

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- Strategic advice for companies on organ level
- Restructurings, staff cuts, transfer of business
- Compliance investigations, D&O and liability issues

# Associated Partner



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Dr. Anne Hoßfeld



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Mercedes Merkelbach-  
Scholtka



Julian Hartfill



Kristina Schilder



Dr. Anna Franziska  
Hauer



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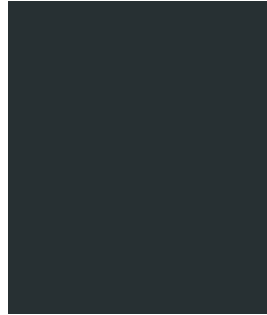
Teresa Gabele, LL.M.



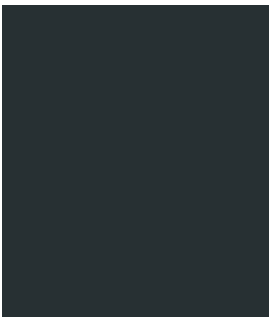
Dr. Sebastian  
Krumnack, LL.M.



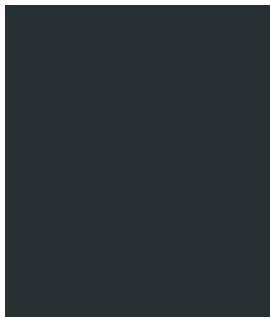
Dr. Hannes Thormann



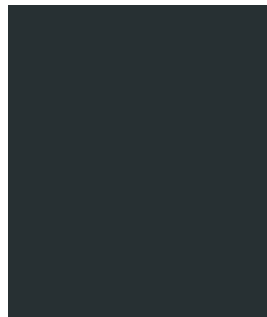
Dr. Julian Jäger



Donata Lasson



Anke Siemer-Arq



Dr. Sarah Zimmermann

# Managing Associates



Anika Müller



Sabine Jantzen



Tom Stiebert



Iva Martchev



Martin Brune



Anja Walter, LL.M. (LSE)





Johannes Busse



Sebastian Spuhl



Jacqueline Volmari



Florian Lutz

»‘First-class’

*employment law team  
‘strives to find business  
and industry-specific  
solutions’ and is ‘more  
needs-oriented,  
pragmatic and acts  
with far more foresight  
than others’.*«

**Legal 500**

# Associates



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Schur-Matulewicz, MLE.



Vivien Hötzel



Marine Rezkalla



Dr. Friedrun Domke



Dr. Miriam Engler



Franziska Kuse

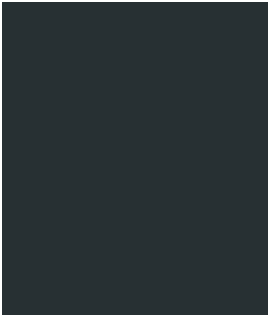




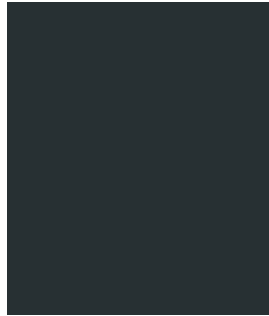
Franziska Berger,  
Maître en droit



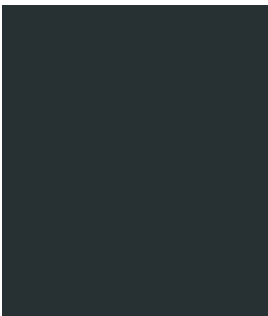
Katharina Makrushin



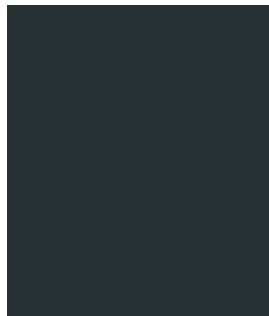
Sophia Fang



Maria Reininghaus



Saskia Lux



Leona Fuchs, LL.M.

»One of the  
heavyweights among  
German employment  
law boutiques [...]  
The firm's personnel  
and structural  
development is at  
a pace that few  
competitors can  
match.«

JUVE

# International

L&E Global: Global presence, local expertise



L&E Global is the worldwide leader for cross-border labor and employment law services. Spanning 6 continents, L&E Global's member firms are ideally situated to provide clients with pragmatic, commercial advice necessary to achieve their objectives, wherever they operate.

Our members work closely with corporate, legal, human resources departments and corporate executives across a variety of sectors and industries to address the strategic and tactical issues that arise in the workplace. In addition, we help our clients become more efficient by assisting in the business decision process and pointing out ways of implementing decisions as early and as cost-effectively as possible.

When you engage one of our member firms, you will work with a responsible partner who will bring together an international team with the appropriate expertise, coordinate all labor and employment services and communicate regularly with you to ensure that your needs are being met and that you are satisfied with our services.

Even in the era of far-reaching international trade agreements and regional economic and political partnerships, the majority of laws and regulations governing the workplace are still determined by the individual countries where employees work. Our contacts with employment lawyers in 80+ countries worldwide help clients navigate the maze of employment regulations, contractual agreements

and other legal requirements employers have to contend with in their business.

In a world where law firms' quality of service and fees are under constant pressure, L&E Global's member firms have successfully deepened and diversified their existing practices in order to provide comprehensive employment law services to clients ranging from large, multinational corporations to entrepreneurial and emerging companies seeking to enter international markets. With L&E Global firms, clients receive high value services at competitive rates, from dedicated lawyers who work side-by-side with them to establish long-term business relationships. Our employment law specialists discuss the risks, opportunities and alternatives available to clients. Our members also have experience working with alternative pricing arrangements such as blended rates, fixed fees, capped fees, success fees and more, and they are prepared to work with clients to reach an agreement that best suits their needs and their budget.

Over the years, L&E Global has received accolades from esteemed legal industry insiders including, among others, Chambers Global 2019 (Awarded "Elite" Status for Global-Wide Employment Law Networks) and The Lawyer European Awards 2016 ("Global Network of the Year").

**L&E Global – a strong and reliable partner supporting you, wherever you are. Worldwide.**



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**L&E GLOBAL**  
Alliance of Employers' Counsel Worldwide

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