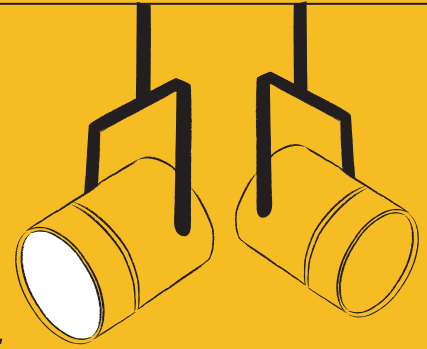


Spotlight

Strategic employment advice for M&A transactions



Successfully dealing with workplace and employment law issues is crucial to making M&A transactions work – our lawyers offer the perspective of having worked offshore, onshore and in-house to add insight to leadership teams and decision-makers.

We advise on the strategic employment law elements of transactions, including legal risk and liability, but also on operational models, two-way communication, cultural fit and the process around restructuring.

When dealing with M&A deals involving regulated financial services businesses in Jersey and Guernsey, we work seamlessly with our corporate, regulatory, finance and dispute resolution colleagues to cover every angle for our clients.

Our teams bring years of experience having worked on high-value and complex mergers and acquisitions in many industry sectors, with a key focus on transactions involving regulated businesses.

KEY FEATURES

-  **Due diligence:** Reviewing employment documents to conduct a gap analysis, identify potential issues, advise on legal risk and liability and tailor solutions that are in line with your organisation's strategic objectives
-  **Communication and stakeholder engagement:** Working with clients to identify all relevant stakeholders and the method of communication that is required to put in place an appropriate engagement plan
-  **Structure:** Reviewing the current and future target operating model, employee headcount and skills requirement, ensuring the correct process is followed, adequate consultation takes place, and the relevant documentation is prepared
-  **Integration:** Assisting clients to integrate their business post-acquisition to align culture, contractual terms and policies and where changes need to be made to job roles, pay grades or other material terms, conducting a benchmarking exercise and implementing the changes

 **Data protection:** Assisting HR teams to comply with data protection legislation when reviewing and processing data in HR files ensuring medical information, information on criminal convictions, whistleblowing complaints, grievances and prior disciplinary sanctions are treated appropriately

 **Cross jurisdiction:** We have experience of international M&A and where activity crosses borders, we can liaise with our colleagues and leverage our network to support clients seamlessly transition and integrate their business across all their locations

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