



### Veronika Plešková

Managing Associate

Veronika Plešková specialises in labour and immigration law. She also deals with social security law, corporate governance and selected aviation law matters.

Veronika provides clients with comprehensive legal advice on labour law, including preparation of labour documentation, negotiation of key management contracts, setting remuneration in companies, providing legal support in collective bargaining or internal investigations (including FCPA aspects in the context of Czech law). She also has extensive experience in labour law aspects of transnational transactions and related due diligence.

In the field of immigration law, Veronika prepares the most appropriate immigration structures (including social security impact assessments) and assists clients in obtaining individual permits. She also coordinates cross-border projects related to the posting of employees from the Czech Republic abroad.

Veronika also provides clients with legal support in corporate governance matters (liability of statutory bodies, preparation of documentation, etc.). During her practice, she has gained experience in regulatory and contractual matters in aviation law.

In addition to her law practice, Veronika also gives lectures in the above fields, whether for HAVEL & PARTNERS' clients, at events organized by the HAVEL & PARTNERS Academy and other educational companies or institutions in the Czech Republic (e.g. Chamber of Court Appointed Interpreters and Translators of the Czech Republic), as an external lecturer at Czech universities (Faculty of Law in Olomouc, Faculty of Law in Brno, University of Economics in Prague) or at international conferences organized by AILA.

Prior to joining our law firm, Veronika worked in the Prague office of the international law firm Gleiss Lutz.

#### Transactions

- Labour law advice to manufacturing companies primarily from the automotive and telecommunications segments in connection with all labour matters
- Comprehensive labour law advice in establishing a branch of a foreign bank in the Czech Republic, including legal analysis of cross-border elements of labour law and preparation of relevant contractual documentation
- Comprehensive legal advice to a subsidiary of a multinational catering company in investigating suspected violations of anti-corruption and other legislation (including FCPA aspects in the context of Czech law)
- Comprehensive labour law advice to a subsidiary of a major foreign bank in terminating cooperation with managers (regarding concurrence of their positions as managers and at the same time as executive directors or proxy holders), including preparation of contractual documentation
- Labour law advice to a seller on the sale of a competing pharmaceutical group
- Labour law advice in setting up operations within a joint venture
- Legal advice in negotiating an outsourcing agreement and a related transfer of rights and obligations under employment relationships (including preparation of contract documentation)
- Comprehensive legal advice in outsourcing and a related transfer of rights and obligations under employment relationships (including preparation of contractual documentation)
- Labour law advice on an employee organizational structure change, including preparation of contractual documentation and setting up a relationship with a top manager - executive director, including preparation of contractual documentation
- Legal advice on implementation of option plans of a U.S. parent company in its Czech subsidiaries
- Advising on personnel and wages matters, as well as comprehensive legal advice in connection with preparation of employment documentation, including advice on establishing and terminating employment relationships
- Representation in administrative proceedings against the client in connection with enabling illegal work
- Comprehensive labour law advice to a retail chain, including advice on accepting newly acquired competitor's stores, advising in negotiations with trade unions and addressing employment terminations, labour law advice in setting up relationships with employees posted from abroad to work in the Czech Republic
- Representing an automotive manufacturing company in collective bargaining with a trade union
- Legal support to the world's leading e-shop operator in collective bargaining with a trade union
- Immigration law advice in obtaining visas for employees of a foreign company posted to the Czech Republic as part of outsourcing services

- Comprehensive immigration law advice in connection with posting a top manager from a US parent company to the Czech Republic
- Coordination and immigration law advice in connection with posting a top manager from a sister company in the Czech Republic to the USA
- Providing legal support to a contracting authority in activities aimed at achieving SES objectives and FAB CE project at the national level and at the level of air navigation service provider
- Representing a client in negotiating an aircraft lease agreement

## Membership in professional associations

Czech Bar Association  
American Immigration Lawyers Association (AILA)

## Languages

Czech, English, German, Spanish (passive)

## Education

Universität Salzburg, Rechtswissenschaftliche Fakultät / University of the Pacific, McGeorge School of Law, Sacramento (USA) (2009), LL.M.  
Palacký University, Faculty of Law, Olomouc (2008), Mgr. (Master of Laws)

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