


Randi  Partners
advokátní kancelář attorneys at law



“Randl Partners - your employment law and commercial law specialist“

About Randl Partners

Randl Partners, attorneys at law, was incorporated in 2009. The firm represents a gathering of a team of lawyers who have been working together for several years. Lawyers of **Randl Partners** have years of experience in providing legal advice to large international corporations and to big Czech companies.

Randl Partners focuses its activities mainly in the areas of employment law and commercial law. An international dimension of provided services is ensured through the cooperation with prominent law firms in most European countries, USA and other important jurisdictions.

All services of **Randl Partners'** lawyers are provided in Czech and English and eventually in German.

Employment law

Employment law, employment matters, collective bargaining and HR management is one of Randl Partners' two main specialisations. Our aim is to create a place where employers and employees can find reliable and well-balanced legal advice on all aspects of employment law and HR management, at the highest level of expertise. Years of working for professionals in this field have taught us how to combine legal expertise with the practical needs of our clients.

We chose our **employment law team** to be able to meet all the requirements of the client, including very complex matters. We focus on a personal approach and close communication with the client, which is possible only in a smaller office like Randl Partners. The employment law team is headed by Partner Nataša Randlová who oversees the co-operation of our lawyers. We also have a number of legal clerks and one assistant, who help with the day-to-day operations of the department. The employment law team is made up of lawyers specialized in employment law. They are able to provide our clients with complex services in all areas of employment law in Czech, English, and eventually in German.

For our clients we have created a **complete spectrum of employment law support** – routine counselling and preparation of all employment law documents, urgent telephone and e-mail advice, training and provision of regular news of changes in employment law as well as extraordinary supplementary services.

We actively contribute to the work done by **employment law associations**, such as the Association for Collective Bargaining and Employment Law Relationships (AKV), the European Employment Lawyers Association (EELA) or the International Bar Association (IBA), as well as to the drafting of new employment law legal regulations. The Ministry of Labour and Social Affairs (MPSV) appointed Nataša Randlová to its Expert Panel



for the preparation of amendments to the Labour Code. The Ministry has also appointed her as a mediator for collective bargaining claims.

Employment law services of Randl Partners are always provided on a tailor-made basis. Our clients can expect a highly **individual approach** to their matters. Years of experience combined with an extensive knowledge of employment law – ensured by our team's exclusive specialisation in employment law and related areas – provides clients a **guarantee of professionalism** for our services.

Close cooperation with Randl Partners' commercial law department allows us to handle a truly **wide array of employment law matters** and related issues. Our services also include work with contracts for the performance of the function of statutory bodies, contracts with independent contractors and other contracts combining various aspects of commercial and employment law.

Nataša Randlová - Partner

Nataša Randlová is the head of Randl Partners' employment law department. She advises Czech and multinational clients daily on all employment law matters, collective bargaining and HR management. Nataša has wide experience with reorganizations and other ways of terminating employment contracts, employment and manager contracts, working time issues, collective bargaining, outsourcing, business transfers, discrimination and the employment of foreigners.

Nataša graduated from the Faculty of Law of Charles University in Prague and did postgraduate studies at Robert Schuman University in Strasbourg. After several years of practice abroad she was a co-founder of Gleiss Lutz Hootz Hirsch & Partner in Prague. Subsequently, she was part of the start-up team of Prochazka Randl Kubr (now PRK Partners). In 2009 she left PRK and with her husband, Pavel Randl, set up a new law firm – Randl Partners.

Nataša is the author of many publications in the area of employment law. She is also a speaker in the Czech Republic and abroad on various problems of employment and HR. Nataša Randlová was recognised as Lawyer of the year 2007, while PLC Which Lawyer? – Labour and Employee Benefits ranked Nataša as a leading expert in the employment law area for the Czech Republic. In 2008, as a member of the Expert Panel of the Ministry of Labour and Social Affairs, she cooperated on the preparation of the conceptual amendment to the Labour Code.

Nataša is fluent in Czech, English and French

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*“Employment law is about people,
which is why people come first
here ...”*



Areas of practice

In their employment law practice, Randl Partners focus especially on:

- General conditions of employment
- Termination of employment by agreement or by termination notice, mass redundancy and special procedures related to protected groups of employees
- Restructuring – transfer of rights and obligations
- Drafting of individual / model employment agreements for managerial and rank staff
- Collective bargaining and collective agreements
- Representation in court actions regarding employment law disputes and unfair dismissals
- Due diligence of employment law issues
- Regulation of employment relationships for senior management
- Drafting and revisions of work rules and other internal regulations
- Remuneration, severance pay, leaving pay and non-competition clauses
- Security and hygiene regulations in the workplace
- Anti-discriminatory measures and regulations
- Posting of employees under Czech law and under the law of the accepting state

Publications

Members of Randl Partners' employment law team actively publish their legal opinions in numerous papers specialized in employment law, particularly in the Czech journal of labour issues, **Práce a mzda**, but also in respected local media, such as Lidové noviny, Deník, Právo and Ekonom. Our articles focused on employment law are also regularly published on the Internet portal **epravo.cz**.

Our lawyers have also published many contributions in foreign publications in 2009, including the magazine **European Employment Law Cases** (EELC), which appointed Nataša Randlová as a member of the National Council of contributors for the Czech Republic. This magazine provides an overview of the decisions of courts of European countries, which may be interesting for lawyers as well as other professionals from other countries.

For the text of our articles and interviews, visit www.randls.com, section **Publications**. If you are interested, we will be glad to provide you with our published articles.

Randl Partners Employment law team offers its clients free information services – **Randls HR News**, news of current developments in employment law and human resources. HR News is published regularly, generally in monthly intervals, always focusing on current issues in the area of employment, both Czech and European. In it you can find crucial information about current regulations, judicial decisions and information and opinions from various institutions. If you are interested in receiving HR News, please contact us at employment@randls.com.





“Extraordinary supplementary services are an important part of practice of our employment law team“

Events

An important part of Randl Partners' employment practice is providing exclusive supplementary services to our clients. For our clients, we regularly organize **HR Exchange Meetings, lunches with HR news and seminars** on current employment law issues.

At the request of the client, we are able to prepare **seminars and workshops** on a particular topic. We regularly organize seminars on various aspects of the conclusion and termination of employment relationships, the issue of discrimination, work injuries, reconciling family and working life and on current topics, such as ways to reduce the cost of employers in accordance with the Labour Code. For information about our upcoming events, visit www.randls.com, section **Events**.

Randls HR Exchange Meetings are an additional service for Randl Partners' clients. The aim is to improve clients' personnel practices and to make the functioning of their company in the field of employment more effective through the knowledge and experience of other companies. These meetings are regularly held in the premises of our clients or other companies. We discuss the pre-selected employment law topic and also briefly learn about the activities of the hosting company. Guests at our Exchange Meetings include professionals from various areas related to the meeting topic. Dates and programmes of upcoming meetings can be found at our website (www.randls.com) under the section **HR Exchange Meetings**.

Ranking

Randl Partners' employment law team has been frequently recognised by important international and Czech competitions and legal publications.

PLC Which Lawyer? – Yearbook 2010

Randl Partners, attorneys at law, ranked proudly as a leading firm in labour and employee benefits.

Nataša Randlová ranked as a leading expert in the labour and employee benefits area.

Law Firm of the Year 2009

Randl Partners, attorneys at law, was evaluated as the “Law Firm of the Year 2009” in employment law in the Czech Republic. The Law Firm of the Year competition is announced by the Czech Ministry of Justice, Czech Bar Association and by the magazine EPRAVO.

Expert Guides - Guide to the World's Leading Labour and Employment Lawyers 2009

Nataša Randlová was named among the best employment lawyers in the world.

Chambers Europe 2009 – European guide for 2009

“**Nataša Randlová** from Randl Partners is one of the most-sought after labour specialists in the country. She advises on all manner of employment issues, from employment agreements and terminations of contract to collective bargaining.”

Who's Who Legal

Nataša Randlová is recommended in the area of employment law.

Lawyer of the Year 2007

Nataša Randlová was named “Lawyer of the Year” in employment law in the Czech Republic and got the prestigious St. Yves prize. The Lawyer of the Year competition is announced by Czech legal professional associations and by the magazine EPRAVO.

Our experience

Randl Partners' employment law team provided its services in the following matters, among others:

- Complex restructuring of a foreign bank operating in the Czech Republic, including an upper management transfer
- Coordination of organizational changes of foreign employees in 31 countries in a transport company
- Drafting and revision of internal regulations (working time and its evidence, temporary incapacity to work and sickness benefits, home office, partial unemployment, bonus program) for numerous Czech and international employers
- Preparation of employee transfers for a Czech branch of one of the world's biggest pharmaceutical companies and for a Czech branch of a major international hotel chain
- Preparation of a collective bargaining agreement and related documents, including wage provisions and collective bargaining for a Czech branch of an important American engineering company
- Representation in a lawsuit regarding termination for a breach of work discipline, negotiating between parties, coordination of presentation for media
- Complete consultancy in the posting employees abroad for a mobile telephone operator
- Revision of documentation regarding a European employee council of a pharmaceutical company operating in France after a transfer of employees from a Czech company
- Preparation of various complex documentations, including employment contracts, for managerial employees for many business companies



Commercial law

Commercial law with a focus on corporate law and contract law is one of the main specialisations of our office. Our department also provides advice in other areas that relate to commercial law, such as competition law, intellectual property rights, administrative law, real estate, telecommunications law, PPPs (public private partnerships) and financial law. We also represent clients in commercial disputes.

Our aim is that business clients find in our office **reliable and balanced legal advice** on the highest professional standards in all aspects of (not only) commercial law. Our legal advice is based on experience gained during our many years of work for professionals in this field, and we emphasise the practical needs and commercial interests of our clients.

Our **commercial law team** is composed so that it can secure all clients' requests, including complex matters. At the same time we focus on an individual approach and close communication with the client, which is possible only in a smaller office such as Randl Partners. The commercial law department is headed by Partner Pavel Randl who cooperates closely with associated lawyers. The team is completed by legal assistants, providing the necessary administrative and legal support. All team members specialise primarily in business law. They are able to provide our clients with complex services in the whole range of commercial law and related legal fields in Czech and English, and eventually in German and Russian.

We have created a **full spectrum of commercial law services** for our clients, including routine counselling and preparation of all commercial law documents, urgent telephone and e-mail advice and consultations, regular publishing of important news in chosen areas. Members of our team participate in activities of law associations, such as the International Bar Association (IBA), the Czech Association for Competition Law (CASP) and the Public Private Partnership Association (APPP). Furthermore, we publish numerous papers on commercial law topics.



The commercial law services of Randl Partners are always provided on a tailor-made basis. Our clients may expect a highly **individual approach** to their matters. Years of practice combined with an extensive knowledge of commercial law – ensured by our team’s exclusive specialisation in commercial law and related areas – provides clients a **guarantee of professionalism** for our services.

Close cooperation with Randl Partners’ employment law department allows us to provide **complex solutions** to our clients’ legal problems, also when purchasing and transferring companies and enterprises or their transformations, combining the aspects of commercial and employment law.



*“... we don’t want to be the biggest,
we’d just like to be one of the best”*

Pavel Randl - Partner

Pavel Randl is the head of the Randl Partners commercial law department. He advises Czech and multinational clients daily on all commercial law matters. He specializes in commercial law with a focus on corporate law and law of contract, mergers and acquisitions, competition law, administrative law, real estate law, telecommunication law, public procurement law and public private partnerships.

Pavel graduated from the Faculty of Law of Charles University in Prague. He also did postgraduate studies at George Washington University in Washington, D.C. After practicing law abroad for several years, in 1995 he was one of the founding partners Prochazka Randl Kubr (now PRK Partners) in Prague. In 2009 he left PRK and together with his wife, Nataša Randlová, set up a new law firm – Randl Partners, attorneys at law.

Pavel Randl is an attorney registered with the Czech Bar Association. He is also a member of the International Bar Association (IBA). As for commercial law specific organisations, he takes part in the activities of the Czech Association for Competition Law (CASP) or PPP Association (APPP). Pavel is recommended by numerous international publications as a leading expert in the field of general commercial and corporate law, mergers and acquisitions and financial law.

Pavel is fluent in Czech, English and Russian. He has a working knowledge of German.

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Areas of practice

In their commercial law practice, Randl Partners focus especially on:

- ▣ general corporate law
- ▣ commercial contract law
- ▣ mergers and acquisitions
- ▣ civil law
- ▣ competition law
- ▣ public procurement
- ▣ intellectual property rights
- ▣ insolvency law
- ▣ real estate and constructions law
- ▣ telecommunications law
- ▣ administrative law
- ▣ public private partnerships
- ▣ due diligence
- ▣ litigation

Ranking

A number of significant international and Czech law publications have recognised Randl Partners' team members for their expertise and performance.

The Legal 500

Pavel Randl ranked as an “expert in general corporate law, telecommunications and media.”

PLC Cross-border Restructuring and Insolvency Handbook, PLC Which Lawyer? - Yearbook 2009

Pavel Randl was evaluated as “highly recommended finance and corporate specialist, recommended in corporate law, mergers and acquisitions.”

European Legal Experts

Pavel Randl was highly recommended in the area of corporate and commercial law.

International Financial Law Review (IFLR 1000)

Pavel Randl is “recommended in commercial law.”



Our experience

Randl Partners' commercial law team provided its services for the following matters, among others:

- Ongoing corporate and commercial-law advice to various multinationals in connection with their Czech operations, including major international hotel operators, an international meal and service-voucher distributor, a mobile telecommunication services provider, a leading water-services and wastewater treatment company and numerous other companies
- Advising a number of Czech and multinational companies with their acquisitions in the Czech Republic and abroad, e.g. an acquisition of a cement production facility or a construction company, an acquisition of a tyre production facility or a large logistics company
- Advising Czech distributors of brand products in connection with distributor agreements with international suppliers
- Advising one of the largest municipalities in the Czech Republic with the financing and construction of a waste treatment facility, including assistance in the tender selection process
- Advising a major Austrian bank as a shareholder in a Prague hotel that is member of a leading international hotel chain in the acquisition of the company by an international fund
- Representing domestic and international clients with the restructuring of their companies in the Czech Republic
- Advising on numerous property acquisition projects, including due diligence reviews of ownership, zoning, supply contracts and preparation of purchase documents

- Advising on landlord and tenant commercial lease issues to numerous international companies, including tenant fit-out and construction issues
- Representing clients in proceedings regarding actions for the payment of claims under supplier-customer relationships (payments for delivered goods, machinery, etc.)
- Representing clients in proceedings concerning the issuance of a preliminary injunction in pending disputes
- Representing a number of significant clients in proceedings concerning actions for performance under contracts for work (in respect of real estate projects, construction contracts, etc.)
- Representing clients in proceedings concerning the adjudication of bankruptcy, especially petitions for bankruptcy, submitted and proved claims, representation in review proceedings, representing a client in a creditors' committee, international bankruptcy
- Representing clients in arbitration proceedings, primarily before the Arbitration Court at the Economic Chamber of the Czech Republic and the Agrarian Chamber of the Czech Republic
- Representing an international mobile phone operator in law suits involving regulatory and competition-law issues



“Randl Partners consider pro bono work a natural and essential component of any legal practice; that is why we offer our help in different areas.”

Pro bono

Randl Partners Law Office is aware of its social responsibility. For this reason we actively cooperate on projects from various areas of society and try to help where it makes sense. We provide free legal advice and related services to non-profit organizations, assisting disabled persons and promoting jobs for those who can't work regular working hours. In addition, we also participate in the education of future generations of lawyers.

Legal Counsel for the Deaf

Randl Partners became a partner of Legal Counsel for the Deaf run by the Agency for Professional Counselling for the Deaf (APPN). Randl Partners lawyers provide free labour law advice to employees and clients of the Counsel.

Project Alternative

Randl Partners are actively involved with Project Alternative, project aimed at promoting atypical types of work for those in atypical situations. It also provides advice and "alternative jobs" advertisements on its portal Work Otherwise. Members of the Randl Partners employment law team provide free lectures and on-line legal advice.

Moot Court Competition

Randl Partners is interested in developing high-quality lawyers specialised in labour law for future generations and to improve the labour law practice in the Czech Republic. We therefore support Moot Courts - competitions of law students in a simulated trial - both financially and professionally.

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