

Labor and Employment



Who We Are

Felsberg Advogados is a full-service law firm founded in 1970 and defined by its ability to combine experience, tradition and excellence with efficient, fast and focused service, offering innovative solutions in a constantly changing world.

The combination of individual, joint and complementary values, with a tradition established over five decades of service, means that we have a broad and all-encompassing vision that meets the current and future legal requirements of all our clients, from the biggest corporate groups to the freshest of startups.

This is what makes us unique, different and prepared.

Our History

Founded by Thomas Felsberg, the firm has always had an innovative spirit at the core of everything it does.

Long before we were recognized as pioneers in judicial restructuring, we were one of the first firms to advise on aviation financing and contribute to the development of project finance and venture capital in Brazil.

More recently, we inaugurated new practice areas such as fashion law, innovation and startups, intellectual property, life sciences, antitrust, compliance and white-collar crime. We also anticipated future demands with new fintech and payment systems as well as data protection and technology departments and a specialised gaming law team.

More than service providers, we are partners.

Spirit of
innovation at
the core of
everything we do





Our Principles

Social Responsibility

We are committed to encouraging social, cultural and educational projects.

Among the projects we support are Vaga Lume (creating and maintaining libraries in the Amazon), Americas Amigas (fighting breast cancer among lower-income women in Brazil), APAQ (treatment of burns victims), and AB2L (for the creation of dialogue among law firms and tech companies). Our fashion law team, in particular, devotes pro bono hours to two institutes in the fashion industry: Fashion Revolution (uniting the fashion industry in the way clothes are sourced, produced and consumed) and Instituto Alinha (connecting small workshops with designers and brands at fair prices and deadlines). Over the past two years, our legal professionals provided more than 500 pro bono hours.

Diversity

Talent does not come with a label. For this reason, we focus on selecting and rewarding the best minds, regardless of gender, color, social class, sexual or religious orientation. Respect for diversity is reflected in our values. Among our partners, more than 50% are women, and within our office as a whole, 57% are women. Salary levels for men and women are equal within each function. Healthcare benefits are extended to all spouses, regardless of sexual orientation.

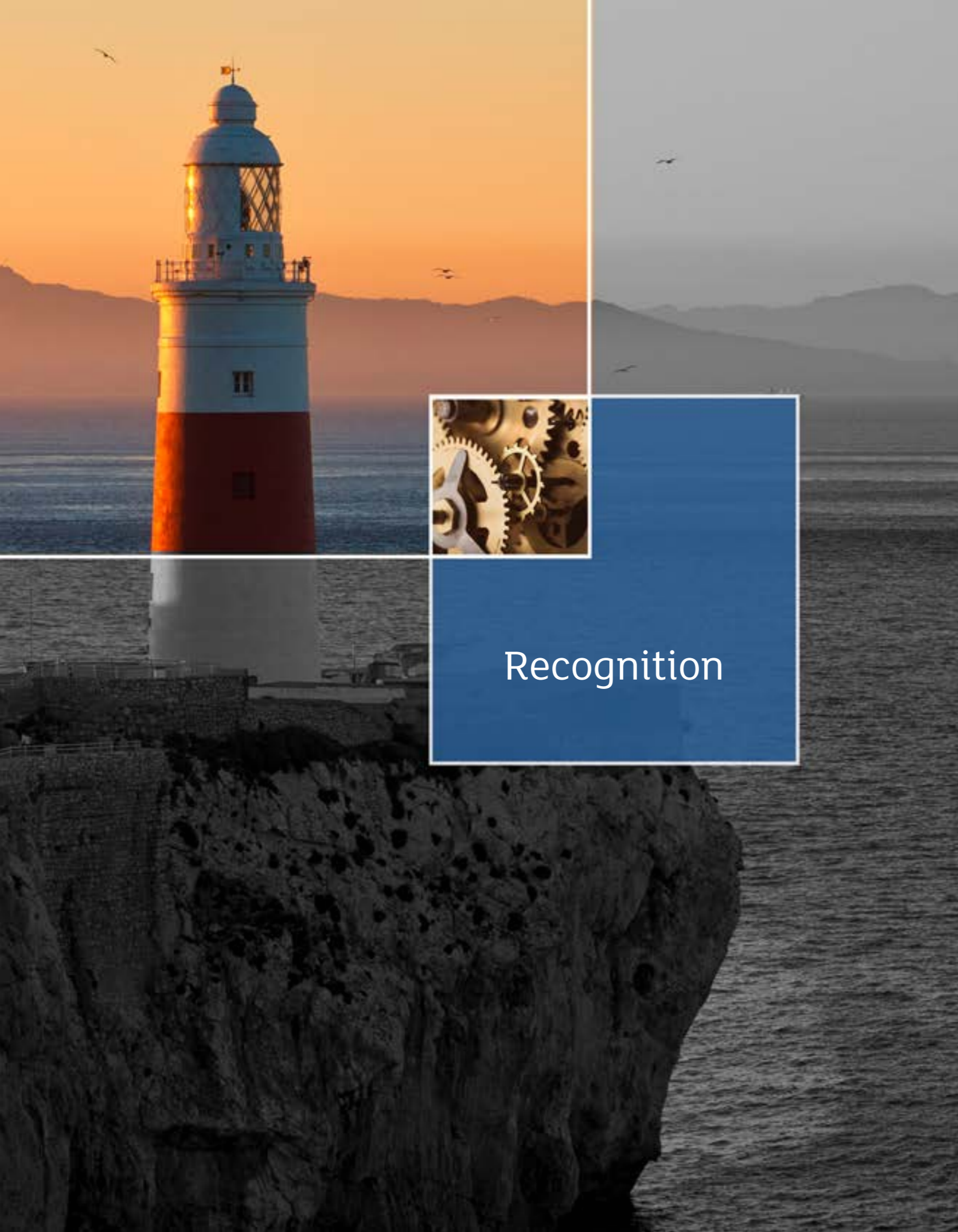
DiversiFeA, our Committee of Equity, Diversity and Inclusion comprising partners, other fee-earners and staff, promotes regular initiatives and events for the well-being of all members of the firm.



Practice Areas



- Advertising, Marketing and Media
- Agribusiness
- Antitrust
- Aviation
- Banking and Finance
- Capital Markets
- Commercial Contracts
- Compliance
- Consumer Relations
- Corporate and M&A
- Data Protection and Technology
- Dispute Resolution
- Electric Power
- Environment, Sustainability and Waste
- Fashion
- Fintech and Payment Systems
- Governmental Relations
- Immigration
- Infrastructure
- Innovation, Startups and Venture Capital
- Intellectual Property
- Labor and Employment
- Life Sciences
- Maritime
- Natural Gas
- Oil and Gas
- Privatization
- Public and Regulatory
- Real Estate
- Restructuring and Insolvency
- Sanitation
- Sports and Entertainment
- Tax
- Telecommunications
- White-Collar Crime and Corporate Investigations



Recognition



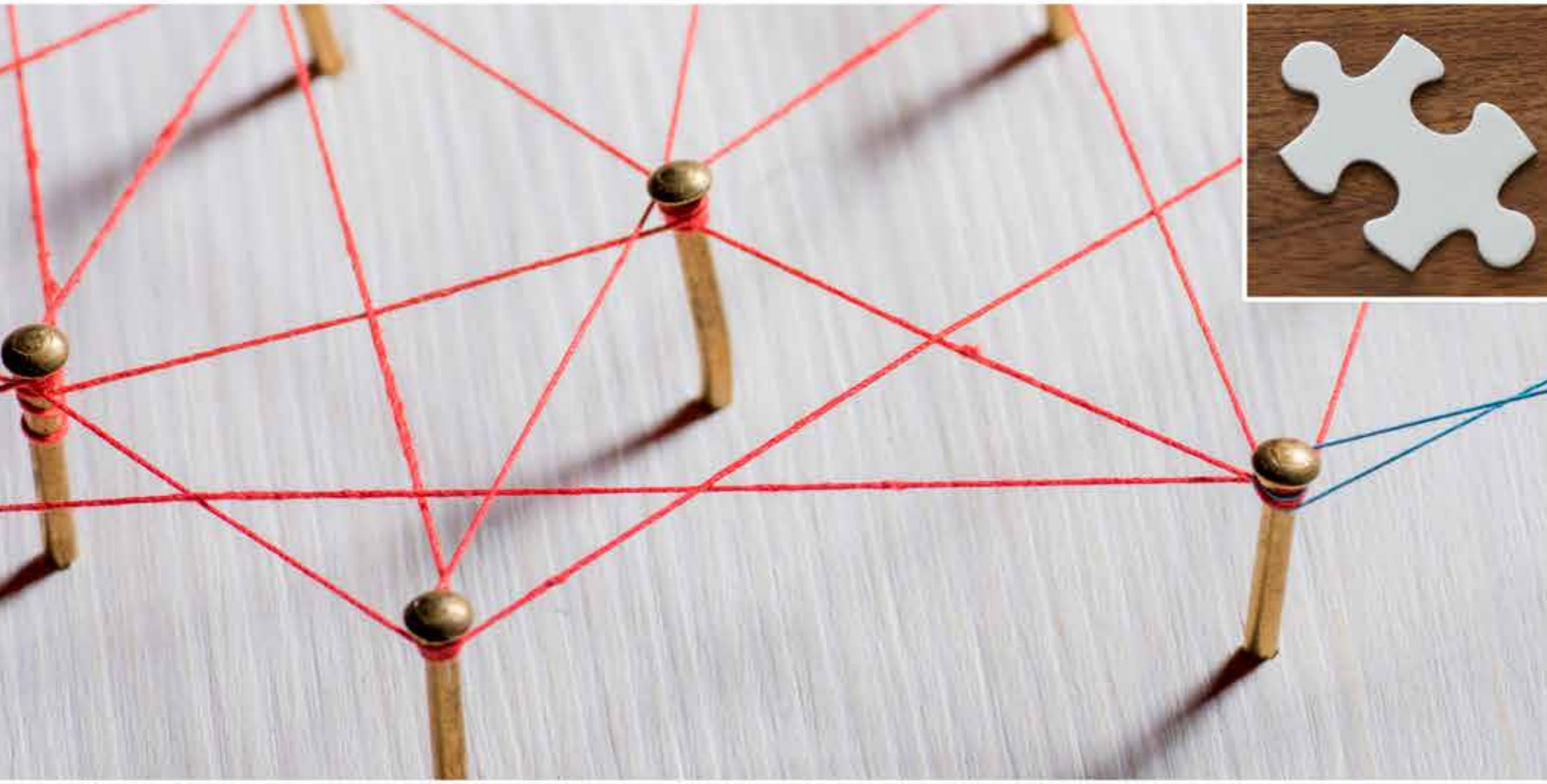
Labor and Employment



We advise legal entities on all matters related to the use of human workforce, whether as freelancers, specialized service providers, consultants, executives or employees hired under the framework of Brazil's Consolidated Labor Laws (CLT).

Our assistance encompasses the drafting of offer letters, contracts, employment termination letters, medical and work safety documents, variable compensation plans and profit-sharing plans, outsourcing, bank of hours program, and conflict resolution alternatives. We represent our clients, both individually and collectively, in labor claims at all levels of the judicial system.

Partners





Maurício Pepe De Lion

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Practice Areas: Labor / Sports and Entertainment /
Restructuring and Insolvency

Head of the firm's Labor and Employment department, Maurício specializes in labor law, in which he has more than 30 years of experience counselling and defending both national and multinational companies. Most of his cases are complex claims involving executives and expatriates. He has

also vast experience with the drafting of Codes of Conduct, compensation policies, profit and results sharing programs, and stock options.

Maurício has a solid track record in M&A operations, company restructuring and court-appointed reorganization proceedings, internal investigations, civil class actions, and negotiation of collective bargaining agreements throughout the national territory. Maurício is a LACCA Approved Attorney for labor and is also recognized by Latin Lawyer, The Legal 500, Leaders League and Benchmark Litigation.



Ana Cristina Valentim

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Practice Area: Labor and Employment

Ana Cristina Valentim is a partner in the Labor and Employment department at Felsberg Advogados, with over 17 years of experience in labor advisory and litigation for domestic and multinational companies. She represents companies in varied economic sectors, with extensive experience in individual

and collective actions, as well as collective negotiations. She also acts in the representation and defense of labor and collective civil actions, as well as in administrative proceedings and civil investigations. Ana advises on the reduction of labor liabilities and the legal audit of both corporate restructuring and routine labor matters, in addition to hiring and dismissing executives. She advises on the preparation of offer letters, employment contracts, contract termination terms and review of termination calculations. She also works on the preparation of benefit plans, action plans, profit sharing plans, service contracts, and cancellations. In addition, she advises on internal investigations due to complaints made through whistleblower channels and in the investigation of possible violations of companies' good practices and policies. And finally, she provides support in the review of labor practices adopted by companies to define an action plan. Ana is recognized by The Legal 500, Leaders League, Benchmark Litigation, Latin Lawyer and *Análise Advocacia*.



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