



**Angéline Duffour**  
Partner, Paris

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#### Practice Areas

Corporate, Employment Law,  
Employment Law – France

#### Education

University of Paris I-Panthéon Sorbonne (DEA, Business and Economic Law, 2004); University of Nancy 2 (DESS, Business and Tax Law /DJCE, Diplôme de Juriste Conseil d'entreprise, 2003); University of Montpellier (Certificate of Specialty in Employment, 2003).

#### Bar Admissions

Paris

Angéline Duffour is a partner in the firm's Paris office. Her practice focuses on all aspects of employment law in a diverse range of industries (including hospitality and leisure, life sciences and health care, chemical industries, luxury, fashion and transportation).

She regularly drafts and negotiates employment contracts, collective agreements, wage and incentive plans, and internal rules and regulations. She also represents companies in restructurings, sales of a business under the Hamon law, closing of sites under the Florange law, and mergers and acquisitions (including due diligence reviews, compliance with staff representatives' information and consultation obligations, and compliance with TUPE regulations). Angéline regularly provides advice on status, remuneration, and social coverage of top management/executives and corporate officers, working hours, collective redundancies, and group/international mobility. She also manages relationships with trade unions and personnel representatives with respect to elections, conflicts, and negotiation of collective agreements and litigates employment and labor-related disputes.

Angéline is regularly recognized by *The Legal 500 EMEA* in the Employment category, with clients highlighting her 'great technical knowledge' and 'astute advice.' She is also recognized by *The Best Lawyers in France* in the Labor and Employment category.

Prior to joining the firm, Angéline was Of Counsel with the Employment group at Dentons (formerly Salans) in Paris. She studied business and economic law at the University of Paris I-Panthéon Sorbonne, business and tax law at the University of Nancy 2, and received a Certificate of Specialty in employment from the University of Montpellier. Angéline is fluent in French and English.

Regularly provide day-to-day advice to international and French clients regarding French employment law, including working time, incentive schemes, pension schemes, discrimination, harassment, hiring, dismissals, internal regulations, and pension schemes.

Regularly conduct employment-related due diligence and provide advice on employment-related aspects of French acquisitions (consultation of French staff representatives on the project, determination of the status of the managers, drafting and negotiation of employment contracts, non-competition clauses and incentives for key managers, etc.).

Represented major private equity fund with acquisition of portfolio of hotels in France, including due diligence, post-acquisition re-organization, and day-to-day advice.

Represented medical device company in connection with the closure of one of its French subsidiaries, including the economic redundancy of its French employees.

Represented U.S. pharmaceutical group in connection with its acquisition of a French pharmaceutical group, including due diligence of employment issues, negotiation of the acquisition contract, and post-acquisition integration.

Represented a global life sciences company in its acquisition of a French company, including conducting due diligence and post-acquisition integration of employment policies and contracts.

Represented major private equity fund and its French subsidiary (luxury hotel) in the sale of its food and beverage activity to a celebrity chef purchaser and the subsequent automatic transfer of all the employees dedicated to the business under article L.1224-1 of the Code du Travail.

Represented international chemical company in the negotiation of management contracts and termination of employment contracts and negotiations of several members of French senior management.

Represented Austrian pharmaceutical company in the termination of employment contracts and negotiation of a settlement agreement with some of its French managers.

Regularly advise on social security and tax treatment/optimizations of termination indemnities due to French employees/managers.

Represented U.S. pharmaceutical group in litigation initiated by employee representatives of company's French subsidiary for joint employment following the bankruptcy of the French subsidiary.

Represented international chemical company in connection with litigation initiated by a group of employees seeking classification as permanent employees.

Represented a major German company in connection with litigation with the former management of its French subsidiary.

Represented an American automotive company in the negotiation related to the acquisition of the French subsidiary of another major American car company.

#### **Activities and Affiliations**

Member, AVOSIAL: Network of Corporate Lawyers Specialized in Labor Law