



VP LEGAL

GENERAL INFORMATION



## Introduction

My name is Veronika Plešková and I have been working in the legal field for more than twelve years (as an attorney since 2012).

On October 1, 2020 I established the law firm of Mgr. Veronika Plešková, LL.M., Attorney-at-Law. For public relations, I also use a business name VP LEGAL ("VP LEGAL"). VP LEGAL is based in Prague, Czech Republic.

Prior to founding VP LEGAL, I worked for more than 11 years for HAVEL & PARTNERS, the largest law firm on the Czech – Slovak market, and for almost one year for the Prague office of Gleiss Lutz (now Schönherr). I also had the opportunity to spend two months as a visiting attorney at one of the largest Spanish law firms Cuatrecasas (at Valencia office).

I acquired my legal education at the Palacký University Olomouc and continued with further studies of LL.M. (Master of Laws) at the University of Salzburg and McGeorge School of Law in the USA.

I provide legal services and lecture in Czech, English, and German. On a conversational level, I can also communicate in Spanish.

I am a member of the Czech Bar Association (since 2009), the American Immigration Lawyers Association (since 2015), the European Employment Lawyers Association (since 2020) and ParadiGM (since 2021).

In February 2022, I launched a volunteering initiative YOUkraine ([www.youkraine.live](http://www.youkraine.live)) to help refugees from Ukraine. I further dedicate my leisure time to ad hoc projects regarding children whose parent(s) are in prison.

## Experience

During my legal career, I have worked for a wide range of clients: from individuals and mid-size companies to companies belonging to Fortune 500 companies or the Czech Top 100 companies.

Also, I have closely cooperated with internationally renowned law firms such as Slaughter and May, Freshfields Bruckhaus Deringer, Norton Rose Fullbright, Mayer Brown, Addleshaw Goddard, Skadden, Arps, Slate, Meagher & Flom, Latham & Watkins, Simpson Thacher & Bartlett, Quinn Emanuel Urquhart & Sullivan, Cleary Gottlieb Steen & Hamilton, Covington & Burling, Paul Hastings, Morgan, Lewis & Bockius, K&L Gates, Reed Smith, Bryan Cave Leighton Paisner, Duane Morris, Greenspoon Marder, Erickson Immigration Group, Envoy Global, McCown & Evans, Goeschl Law Corporation, Garrigues, Cuatrecasas, etc.

My professional background ensures VP LEGAL would always aim to respect the highest international standards when delivering legal services to the clients.



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# LABOR & SOCIAL SECURITY LAW

VP LEGAL provides complex legal services in the field of employment and labor law, including assistance with:

- Establishment, change or termination of employment (such as drafting or negotiating employment and manager contracts, assistance with mass lay-offs and restructurings)
- Agreement to complete a job and agreement to perform work
- Non-compete clauses
- Qualification agreements
- Internal policies (Codes of Ethics and other compliance regulations, internal salary policies, etc.)
- Incentive plans
- Stock option plans
- Termination in a probationary period
- Notice of termination
- Immediate notice of termination
- Agreement on the termination of employment
- Occupational safety and health (OSH) and occupational medical checks
- Employment-law aspects of transactions (including automatic transfers (“TUPE”))
- Compliance of contemplated procedures with the Labor Code principles (equal treatment, no discrimination, etc.)
- Workplace harassment (mobbing, bossing, staffing, chairing)
- Personal data protection relating to employment and monitoring
- Liability for damage in employment relationships
- Employee disputes: court and out-of-court resolution of disputes
- Cross-border aspects of employment relationships
- Due diligence reviews (audits): for the purpose of a transaction or as a preventive measure
- Internal investigation (usually when there is a suspicion of illegal actions by employees towards the employer)
- Legal analyses (including so-called „second opinion“)
- Agreements with independent contractors (freelancers)
- Prevention of illegal employment
- Agency employment
- Representation before administrative authorities during inspections
- Fulfilment of the mandatory contribution
- Negotiations with Trade Unions (collective bargaining and dispute resolution; drafting or review of drafts of collective bargaining agreements, etc.)
- Basic issues concerning wages and remuneration
- Social security benefits
- Assistance with obtaining the A1 certificate or the general exception



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# CORPORATE IMMIGRATION

VP LEGAL provides immigration-related legal consultancy to corporations, their employees, members of their governing bodies as well as to their family members. VP LEGAL assists the clients with relocation to the Czech Republic as well as abroad.

Thanks to the thorough knowledge of the labor and corporate law, VP LEGAL can make a comprehensive assessment of the client's situation and select the most suitable immigration and legal structure.

In cooperation with tax advisors (upon the client's request), VP LEGAL will also elaborate on the subject of tax obligations.

The assistance for third-country nationals comprises:

- Schengen visa for stays up to 90 days
- Long-term visas and permits for stays over 90 days
- Employee card
- Blue card
- Secondments to the Czech Republic
- Permanent residency
- Citizenship

For EU/EEA nationals VP LEGAL can assist with:

- Temporary stay
- Permanent residency
- Citizenship
- Secondments to the Czech Republic

VP LEGAL's standard assistance with the above comprises:

- preparation of a schedule of individual steps and a list of necessary documents
- procuring documents (including apostille and superlegalisation)
- communication with the authorities on the client's behalf (except for cases requiring the applicant's personal presence)
- obtaining the certified translations to the Czech language or the language of the target country
- fulfillment of the notification obligation when commencing and terminating employment.



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# CORPORATE LAW

VP LEGAL's principal attorney has gained vast experience also in multiple issues of corporate law, as this area is closely related to her main specialization.

These include but are not limited to:

- Establishment of legal entities and branches
- Changes of members of governing body (general meetings, decisions by the sole members)
- Agreements on the performance of office
- Analyses and prevention of illegal concurrence of positions
- Corporate governance setting



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# OTHER FIELDS' & CROSS-BORDER ASSISTANCE

VP LEGAL has a unique network of independent cooperating professionals in other fields, locally and internationally. Should you seek any advice in other legal areas or other jurisdictions, please feel free to contact us as well and we will connect to you to the right people! Or, if more convenient, we can also serve as a hub for your project.



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CONTACT

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