

Dr. Reimo R. Richarz

Senior Associate
Munich

Biography

Reimo Richarz advises clients on restructurings and interaction with employee representatives as well as other fundamental projects such as long term incentive programs and the structuring of working time recording. He is particularly experienced in the strategic planning and leading of his mandates. With his many years of experience, he is convincing in negotiations with employee representatives, drafts appropriate (collective) agreements and resolves disputes with individual employees and managing directors/board members efficiently. He finds sustainable solutions also for companies whose financial situation is strained.

Clients appreciate Reimo's pragmatic advice and informal way of working. He maintains the necessary composure in every situation and steers his projects forward in a goal-oriented manner. Clients not only rely on his well-founded and comprehensive legal advice but perceive him as part of the client's own core team.

Reimo actively participates in carefully selected responsible business initiatives, such as pro bono legal advice for non-profit organizations.

Reimo studied law in Munich and Fribourg, Switzerland, with employment and social law as main subject. Before joining Hogan Lovells in 2017, Reimo had been working as scientific assistant at Center for Employment Relationship and Employment Law (Zentrum für Arbeitsbeziehungen und Arbeitsrecht) in Munich, where he finished his doctoral thesis on



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Languages

English
French
German

Practices

Employment

Industries

Financial Institutions
Insurance
Life Sciences and Health Care
Manufacturing and Industrials

Education and admissions

insolvency law. During his legal clerkship he worked for an international law firm in Munich and Shanghai, China.

Representative experience

Advising international companies on long term incentive programs

Advising international companies on disputes with employee representatives

Advising an international company in the restructuring of the sales division, incl. establishment of a transfer company

Advising an international company in a global spin-off

Advising an international company in the restructuring of a sales division and the implementation of a new sales model, incl. establishment of a transfer company

Advising an international company in the negotiations of a social plan applicable to all group companies

Advising an international company in the global change of the variable remuneration system

Advising an international company in the acquisition and restructuring of a national company

Advising international companies in the introduction resp. alteration of the working time recording system

Advising international companies in connection with transparency of pay

Advising an international company on the employment of in-house lawyers

Advising international companies on occupational health and safety measures, in particular during the COVID-19 pandemic

Latest thinking and events

- News
 - German Federal Labour Court (BAG): Recording working time legally compliant – but how?

Education

Second State Exam in Law, Bavaria, 2016

Dr. iur., LMU Munich (Ludwig-Maximilians-Universität München), 2015

First State Exam in Law, LMU Munich (Ludwig-Maximilians-Universität München), 2013
