

# Michelle A. Gyves

## Partner

New York Office

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### Practices

FOCUS: Employment Litigation and Counseling

Corporate

Entrepreneurial Ventures

Executive Compensation and Employee Benefits in Corporate Transactions

International

Mergers and Acquisitions

Privacy, Data and Cybersecurity

Private Equity

### Industries

Education

Entertainment and Media

Finance and Financial Markets

Health Care

Hospitality

Insurance and Risk Management

Pharmaceutical and Life Sciences

Sports and Sports Facilities

Technology

### Education

JD, Harvard Law School, *cum laude*

BA, The University of North Carolina at Chapel Hill, *with high distinction*

### Bar Admissions

New York

### Community Involvements

International Law Section of the American Bar Association, International Employment Committee

The Hill School, trustee

Michelle Gyves helps domestic and multinational employers navigate a wide range of employment issues with legal components to them. They include hiring and termination, compensation and benefits, restrictive covenants, workplace investigations, diversity and inclusion, and global mobility.

### Keeping employers current on legal obligations

Michelle has conducted numerous multistate and multicountry audits of employment laws and practices, ensuring clients' compliance in a wide range of areas. Her experience covers data privacy, disability and leave laws, employer health and safety obligations and working time regulations, among numerous other issues.

Michelle advises employers on labor, employment and benefits issues in connection with both buy- and sell- side M&A deals and conducts deal-related benefits and human resources due diligence. She also provides advice on issues related to the intersection of technology and employment law, including compliance with applicable data privacy laws throughout the world, notably the EU's General Data Protection Regulation (GDPR), for both employee and customer data.

### Representative Experience

- Conducted employment and benefits diligence, contributed to deal documents and provided other transaction-related advice in a branded hotel company's acquisition of international luxury chain.\*
- Conducted employment and benefits diligence, contributed to deal documents and provided other transaction-related advice in connection with a leading global alternative asset manager's acquisition of global service-based systems integrator.\*

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- Conducted employment and benefits diligence, contributed to deal documents and provided other transaction-related advice in connection with a capital market company's acquisition of provider of mental/behavioral health services.\*
- Conducted employment and benefits diligence, contributed to deal documents and provided other transaction-related advice in connection with a worldwide distributor of medical/dental supplies' spin-off of its veterinary business.\*
- Advised private equity clients and their portfolio companies on various employment matters including employee separations, reductions in force, hiring and background checks, and development of employment policies.\*
- Drafted restrictive covenant agreements for use by private equity client with its non-US workforce.\*
- Provided daily employment law counseling to Fortune 500 professional services company on global employment matters, including hiring and terminations, restrictive covenant agreements, global mobility, and diversity programs.\*
- Advised multinational client on rollout of workplace complaint hotline including antidiscrimination, contract and data privacy considerations.\*
- Negotiated and drafted executive employment agreements, including for CEOs of major media company and fashion and lifestyle startup.\*

\*Experience prior to Katten

## Recognitions

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- The Legal 500 United States
  - Next Generation Lawyer, 2019

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## News

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- Coronavirus (COVID-19) Resource Center (October 29, 2020)
- Katten Represents Chicago-Based Health Care Data and Analytics Provider, Lumere, in Acquisition by Global Healthcare Exchange (February 10, 2020)
- Katten's Insolvency and Restructuring Team Wins Two Turnaround Awards (December 12, 2019)
- Katten represents Highlander Partners in purchase of top pork rind producer (August 8, 2019)
- Katten Team Represents CR Fitness in Strategic Partnership Deal (July 15, 2019)
- Katten Praised in The Legal 500 United States 2019 Guide (June 11, 2019)
- Katten Partners Share Mistakes, Risks and Impact of #MeToo on PE Deals (May 9, 2019)
- Katten Partners Discuss #MeToo and the PE Industry With *Private Equity Law Report* (May 3, 2019)
- Katten Boosts Private Equity Practice (March 11, 2019)

## Publications

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- COVID-19 Considerations for Employers (March 23, 2020)
- COVID-19: Families First Coronavirus Response Act (March 20, 2020)
- Employment Issues in Cross-Border M&A Transactions (March 2018)

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## Presentations and Events

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- Reopening the Office: Legal Guidelines and Best Practices for Returning to Work (May 13, 2020) | *Panelist*
- Employment Law, Benefits and Related Tax Developments to COVID-19 (March 26, 2020) | *Speaker*
- Presented to Fordham Law School E-Commerce Class (March 2017, 2018) | *Speaker* | *International Data Privacy*
- ACC Webinar (March 2017) | *Presenter* | *Managing Across Borders*
- ABA Conference (March 2014) | *Panelist* | *Going Global: A Corporate Case Study in Entering an Emerging Market*