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Education

Legal Practice Course, BPP University,
2014 (with Distinction)

G.D.L., BPP Law School, 2013
(with Distinction)

M.A., University of Cambridge, 2012

B.A., University of Cambridge, 2012

Bar Admissions

England & Wales

Damian Babic advises employers on a full range of employment issues, including employee reorganisations, redundancies and restructurings, the employment aspects of high-value and complex corporate transactions, employment claims and disputes, and advice to human resources and business leaders on day-to-day employment issues. In recognition of his work, Mr. Babic has been repeatedly selected for inclusion in *Chambers Global* and *Chambers UK*.

He has extensive experience in:

- addressing the employment issues arising in the context of the acquisition or disposal of a business, including on the application of the Transfer of Undertakings (Protection of Employment) Regulations, known as TUPE
- advising employers on restructuring and reorganising their workforce
- employment advice related to cross-border transactions and coordination of international advisers
- advising on and negotiating senior executives' service agreements
- managing executive dismissals, including the negotiation of settlement terms
- defending complex and high-value employment-related claims
- advising employers on pay equity and equal pay reviews
- advising on data protection issues in relation to U.K.-based employees
- training clients on employment issues, such as discipline and grievances, equality, and workplace harassment and bullying

Recent matters include advising:

- Walkers, a leading international law firm, on the employment aspects of its carve-out and strategic investment, alongside Vitruvian Partners, into its Walkers Professional Services (WPS) business
- Corient on the employment aspects of its acquisition of major European wealth managers Stonehage Fleming and Stanhope Capital Group
- International Paper Company on its \$9.9 billion competitive takeover of DS Smith Plc
- Nokia Corporation on the employment aspects of a number of multijurisdictional divestitures
- Zuber and Mohsin Issa and private equity firm TDR Capital on the employment aspects on their £6.8 billion acquisition of a majority stake in Asda from Walmart
- Coty on the divestiture of its Professional Beauty business to KKR, including coordination of employment consultation and transfer advice across 30-plus jurisdictions
- numerous clients on coordinating employment due diligence, consultation and treatment of benefits, ensuring the smooth transition of employees in cross-border acquisitions
- private equity houses such as Hg, Triple Private Equity and Castik Capital and their portfolio companies on employment issues arising in various transactions and on various employment matters and related issues (including executive retention and restriction)
- a U.K. retailer on employment matters and related issues (including executive retention and restriction) with regard to the furlough of its workforce as a result of the COVID-19 pandemic, as well as associated redundancies and employee consultation
- a client on defending against a high-profile sexual harassment allegation