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## Marielle Stevenot

Marielle heads the Employment Law practice at MNKS and has been a part of the MNKS team since its very beginning. Prior to joining Noble & Scheidecker, Marielle worked with Coopers Belgium.

Marielle has specialized in employment law from the very early stages of her career and consequently has acquired in-depth knowledge of all aspects of employment law and social security. Using her legal expertise and a creative approach, Marielle regularly handles outsourcing or similar restructuring projects, advises on expatriation and secondment situations, implements stock option plans or other similar employee benefits schemes, and assists companies with the complete process of collective redundancies.

She regularly organises and gives external training and is a regular attendee and speaker at pan-European employment and labour conferences.

Marielle is also one of the founders and the chairman of the first Luxembourg association of employment law specialists, the "Employment Law Specialists Association, Luxembourg" ("ELSA"), which was created at the beginning of 2007.

### Recent transactions

Marielle has led our Employment team in numerous recent transactions, including:

- assisting one of Europe's leading providers of pension and life insurance products in the employment aspects of its corporate reorganization including analyzing whether the reorganization could be regarded as a transfer of undertaking and also the implementation of a multi-employer contract;
- acting as Luxembourg counsel to a financial institution in the framework of their restructuring plan. Marielle notably advised on the specific procedure of collective redundancies in addition to being responsible for the coordination of the procedure with the trade unions and the Luxembourg unemployment administration;
- assisting a leader in the electronics industry with the collective redundancy procedure associated with the closing of its operational activities in Luxembourg, involving the redundancy of approximately 40 employees, including particular aspects such as golden parachute clauses and the implementation of a retention plan;
- assisting a Luxembourg bank, one of the leading financial services groups in the euro zone, in judicial proceedings before the Luxembourg Employment Court taken against two former employees who have solicited numerous clients to transfer their assets to their new employer, a competing bank;
- assisting a global IT service provider in the framework of the integration of bank employees further to the outsourcing of the bank's internal IT department. Services included analyzing the salary package of both companies and advising on the harmonization of the terms and conditions of employment;
- assisting a leading independent central counterparty (CCP) group in Europe in its project of setting up an entity of the group in Luxembourg through the provision of a global service in connection with the transfer of an employee from France to the newly created Luxembourg entity; and
- acting as Luxembourg counsel on all employment related issues to the world's leading

[stevenot@mnks.com](mailto:stevenot@mnks.com)

+352 26 48 42 35 13

### Personal Assistant

Caroline Boch  
+352 26 48 42 35 03

### Expertise

Head of the Employment & Employee Benefits Team  
Employment & Pension Litigation

### Recommendations

The Legal 500  
PLC Which Lawyer?  
Chambers & Partners  
European Legal Experts

### Languages

French  
English  
Dutch

### Membership

AMCHAM  
EELA  
ELSA  
Femmes Leaders  
POG

mobile telecommunications company, which was establishing new activities in Luxembourg and intended to recruit more than 100 employees in 2 years. Marielle's team was selected by the client following a pitch on the basis of (i) its mastering of Luxembourg employment legislation, (ii) its responsiveness and (iii) its client-oriented approach.

#### **Bar Admission**

Member of the Luxembourg Bar, 2001

#### **Education**

Postgraduate degree in social law, Vrije Universiteit Brussel (Belgium), 1997

Law degree, Catholic University of Louvain (Belgium), 1996

Erasmus program, University College Dublin (Ireland), 1996

#### **Recommendations**

About the Employment practice of the firm, **The Legal 500** states that "*Noble & Scheidecker is one of few firms in Luxembourg to field a dedicated employment specialist as head of department. Marielle Stevenot has emerged as one of the premier employment law advisers in the jurisdiction and she is backed by six other dedicated employment professionals. Employment is very much a central practice area for the firm, which has a proven record of collective dismissals and social plans for financial and IT sector clients*".

Marielle is recommended by **Chambers & Partners** which states that "*Employment is a key practice for this domestic outfit, and one which is growing in reputation. Practice head Marielle Stevenot is praised by clients not only for her legal knowledge but also as someone who "very much has both feet on the ground, is easy to talk to, and thinks in a practical and logical way"*.

Marielle is also recommended by **PLC Which Lawyer?** in the field of Labour and employee benefits and by **European Legal Experts** for her Dispute resolution expertise.

Noble & Scheidecker | 398, route d'Esch | L-1471 Luxembourg | Tel: +352 26 48 42 1 | Fax: +352 26 48 42 35 00

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