

Stamer To Share Insights On Successfully Managing HR, Benefits & Compensation In International Transactions At 4/14 ABA International Section Virtual Annual Meeting



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Board Certified Labor and Employment attorney and American College of Employee Benefits Counsel Fellow Cynthia Marcotte Stamer will share insights for successful assessment and management of human resources, compensation and employee benefit challenges arising in international transactions as a panelist for the at the American Bar Association International Law Section 2021 Virtual Annual Meeting program on **"Around the World in Cross Border Transactions - HR Considerations"** scheduled from 1:35 p.m. to 2:35 p.m. Central Time on April 14, 2021.

During the program, Ms. Stamer and other panelists will share key insights on various major HR considerations at play, in their function as connective tissue between entities, when executing global transactions. Common deal structures will be reviewed from the employment law standpoint, including analysis of issues raised in the world's major regions. The program will provide an overview of gating items such as consultations with works councils, unions and other employee representative groups, including strategies for addressing these requirements and timing challenges. Key material diligence areas, such as unfunded pension obligations, extra statutory severance and change in control payments will be discussed, as will transfer methods, acquired rights and data privacy considerations in the transactional context. Register or get more details on this and other programs to be presented at the meeting at [Agenda - ILS 2021 Virtual Annual Meeting \(cvent.com\)](#).

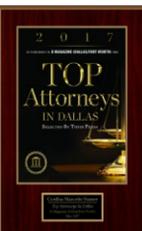
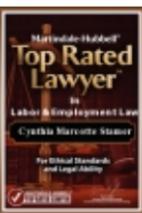
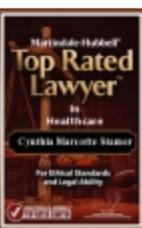
Recognized by her peers as a Martindale-Hubbell "AV-Preeminent" (Top 1%) and "Top Rated Lawyer" with special recognition LexisNexis® Martindale-Hubbell® as "LEGAL LEADER™ Texas Top Rated Lawyer" in Health Care Law and Labor and Employment Law; as among the "Best Lawyers In Dallas" for her work in the fields of "Labor & Employment," "Tax: ERISA & Employee Benefits," "Health Care" and "Business and Commercial Law" by D Magazine, a Fellow in the American College of Employee Benefits Council, and board certified in labor and employment law by the Texas Board of Legal Specialization, Ms. Stamer is a noted Texas-based practicing attorney and management consultant, author, public policy advocate and lecturer widely recognized locally, nationally and internationally for her legal compliance and risk management, operational and government affairs work helping public and private business, charitable and government organizations, their employee benefit plans and fiduciaries, government agencies, communities and others assess and manage legal, transactional, operational, political, and performance challenges and opportunities arising in the course of operations and transactions from employment and other workforce and services, their compensation, benefits, performance, reengineering and other change on an demand, special project and ongoing basis.

Best known for her health, life sciences, employee benefits, and insurance work, Ms. Stamer has worked domestically and internationally for more than 30 years helping domestic, cross border and multinational businesses, investors, creditors, bankruptcy trustees and others manage their people and performance related legal and operational risks on an on demand crisis management, transactional and operational basis. This includes extensive domestic, cross border and internationally working with multinational, inbound and outbound cross border and domestic businesses to understand and manage regulatory and operational risks arising from cross border transactions and operations.

As an ongoing part of this practice, Cindy frequently helps local, national, cross border and multinational businesses and business leaders anticipate and manage employment and employee benefit legal, transactional, regulatory and operational exposures and compliance concerns arising out of workforce reductions, job restructuring, outsourcing, corporate mergers, acquisitions, sales, bankruptcies, and other significant business and workforce changes. Cindy has worked extensively with a broad range of local, national, cross border and multinational businesses and their leader to evaluate, understand and use creative strategies for dealing with legal and organizational compliance, internal controls, personnel performance, motivation and discipline, compensation, workforce mergers, change management, reductions in force and other employment terminations, occupational injury, health care, privacy and data security and other employment, employee benefits, compensation concerns arising in the course of their operations and transactions. She has significant experience advising clients about their risks, responsibilities and opportunities under applicable employment, employee benefits, and other laws and creative insurance, employment, and employee benefit strategies for managing these risks and liabilities.

Cindy often helps businesses conduct due diligence, design, document, implement, and defend individual and mass employment and other workforce transition, termination and layoff selection procedures and decisions in connection with transactions and other business change. She advises businesses about the employment termination, promotion and review practices, workforce and employee benefit plan merges and reengineering, voluntary and involuntary severance pay arrangements, early retirement windows and other incentive retirement arrangements, severance and other termination payments and liabilities, settlement agreements, ADEA and other waivers, and other employment and employee benefit obligations and risk-management strategies; amendment and termination of employee benefit and employment policies; termination, amendment, vesting, distribution, partial termination, tax-qualification, withholding, integration, funding and other compliance obligations with regard to employee benefit plans; and compliance obligations under COBRA, WARN, discrimination, and other applicable domestic and foreign laws.

Cindy also advises and represents investors, creditors and creditor committees, debtors, bankruptcy trustees, employee benefit plans and fiduciaries and others about dealings with distressed companies and employee benefit plans including risk assessment and mitigation, the administration, restructuring and termination of human resources and other services relationships; the administration, amendment or termination or employee benefit, compensation, and fringe benefit programs and practices, outsourcing, litigation or other investigation or enforcement actions by employees, contractors, plan participants and beneficiaries, and service providers, as well as the IRS, Department of Labor or other domestic and foreign regulators arising out of workforce and staffing, employee benefit and insurance practices and programs in ongoing operations, corporate or credit transactions, bankruptcy or other situations.





Cindy also works with employers to design and implement Federal Sentencing Guideline Compliance, Foreign Corrupt Practices Act and other risk management and programs to promote compliance and reduce risks, costs and uncertainties and develops and conducts board, leadership, management and staff training and processes for managing risks with effective board and management oversight and decision making practices, effective corporate compliance and internal controls under Sarbanes-Oxley, HIPAA, Graham-Leech, the Patriot Act, the Foreign Corrupt Practices Act, trade secret and technology transfer, fiduciary responsibility, securities and investment and other domestic or foreign laws triggering Federal sentencing guideline and or other substantial civil or criminal liability exposures and other matters.

Beyond her operational work with businesses, Cindy also has extensive domestic and foreign regulatory and public affairs experience. She worked extensively with business and government on policy reform in a broad range of areas including workforce, migration, health care, social security privatization, insurance, tax, employee benefits, education, security, privacy and other reforms. She was instrumental in helping the Government of Bolivia develop the national pension legislation recently enacted in connection with their privatization efforts. Cindy also has played a leadership role in the organization of various public policy, trade mission and other initiatives that facilitate and promote international relations and trade on behalf of the US-Mexico Chamber of Commerce, the Texas Association of Business, the Dallas Council on World Affairs, the International Pension and Employee Benefits Lawyers Association and others.

Along with this broad human resources and employee benefits experience, Ms. Stamer also has extensive involvement providing public health and other health care and life sciences guidance, representation, training and other legal, tactical, public affairs, and other support to biomedical and other life sciences, hospital and other public and private health care and other business organizations; employers; federal, state and local governmental bodies; disaster response organizations; governmental entities, elected officials and other organizations including extensive involvement with private and public health, life sciences and biomedical, public health and other health care organizations; worker's compensation and other insurers; governmental, community and other health, disaster and relief organizations; governmental agencies and leaders, and others on develop, deploy, conduct training, execute, and defend pandemic and other infectious disease, public and occupational health, patient and community health and safety, and other health and safety, disaster and crisis prevention, preparedness, response, mitigation, investigation, compliance, risk management, defense and related concerns as well as a diverse range of other workforce, regulatory, risk management, public policy and operational concerns.

Beyond her engaged work, Ms. Stamer also regularly contributes her experience and knowledge by serving in the leadership of a wide range of American Bar Association and other professional, civic, and community boards and organizations. Scribe for the ABA JCEB Annual Agency Meeting with OCR; former lead advisor to the Government of Bolivia on its pension privatization project; former Stem Cell Advisory Committee member; technical advisor to the National Physicians Council for Health Care Policy; Founder and Executive Director of the PROJECT COPE; Coalition on Patient Empowerment; Vice Chair of the ABA International Section Life Sciences Committee; Vice Chair of the ABA Tort & Insurance Practices Section Medicine & Law Committee; Chair, ABA Intellectual Property Section Law Practice Management Committee; former ABA RPTA Employee Benefits & Other Compensation Group Chair, Welfare Committee Co-chair and former Chair, and former Fiduciary Responsibility, Plan Terminations and Distributions and Defined Contribution Committees Chair or Co-Chair; a returning ABA Joint Committee on Employee Benefits Council Representative and former Marketing Committee Chair; Past Chair of the ABA Health Law Section Managed Care & Insurance Interest Group; former Vice President and Executive Director of the North Texas Health Care Compliance Professionals Association; past Board President of Richardson Development Center (now Warren Center) for Children Early Childhood Intervention Agency; past North Texas United Way Long Range Planning Committee Member; past Board Member and Compliance Chair of the National Kidney Foundation of North Texas and legal advisor to its Camp Renal Therapeutic Camp; Past Gulf States TEGE Council Exempt Organizations Coordinator; Founding Board Member and Past President of the Alliance for Health Care Excellence and founder and event director of its Health Care Heroes and Patient Empowerment Awards Programs and Conferences; on the SHRM Consultants Forum Board, as Region IV Chair and as Dallas HR Policy Committee Chair; and a broad range of professional and civic organizations.

Author of the thousands of publications and workshops on crisis and change management, employment, employee benefits, health care, workplace and public health and safety, insurance, workforce and other management matters, Ms. Stamer also is a highly sought out speaker and industry thought leader known for empowering audiences and readers and sought out by the media for expert input. Her insights on other workforce, employee benefits, compensation, public policy and regulatory affairs and other concerns have been quoted in a wide range of other local and national news and trade publications. She has conducted training on pandemic and other occupational and public health and safety preparation and response for the Association of State and Territorial Health Plans, the American Bar Association, as well as many other business, educational and governmental organizations and publications as well has spoken extensively, is widely published and quoted in the media on human resources, employee benefits, compensation and other workforce, performance and risk management, compliance, public policy and regulatory affairs and other topics for the ABA, Aspen Publishers, Atlantic Information Services, The Bureau of National Affairs (BNA), InsuranceThoughtLeaders.com, Benefits Magazine, Employee Benefit News, Texas CEO Magazine, HealthLeaders, Modern Healthcare, Business Insurance, Employee Benefits News, World At Work, Benefits Magazine, the Wall Street Journal, the Dallas Morning News, the Dallas Business Journal, the Houston Business Journal, and many other publications and media outlets. She also has served as an Editorial Advisory Board Member for human resources, employee benefit and other management focused publications of BNA, HR.com, Employee Benefit News, InsuranceThoughtLeadership.com and many other prominent publications. Ms. Stamer also regularly serves on the faculty and planning committees for symposia of LexisNexis, the ABA, ALIABA, SHRM, World At Work, Government Institutes, Inc., the Society of Professional Benefits Administrators, the American Law Institute, ISSA, HIMMs, the American Health Lawyers Association and many other prominent educational and training organizations and conducts training and speaks on these and other management, compliance and public policy concerns. For more information about Ms. Stamer, her services, publications, presentations and other experience and involvements, see www.cynthiastamer.com or contact Ms. Stamer via telephone at (214) 452-8297 or via e-mail [here](mailto:estamer@solutionslawyer.net). ©2021 Cynthia Marcotte Stamer. All rights reserved.