



Frédéric BROUD

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Paris Bar (1991)

Partner at Racine since
2012

Managing Partner since
2020

EMPLOYMENT LAW

Frédéric Broud has over 20 years' experience in employment law, and advises and litigates on all employment law issues on behalf of French and international companies in a wide range of sectors, including telecommunications, the environment and services.

With the Tax Department, he also has a recognised practice in advising directors and managers. With the Restructuring department, he is also developing a recognised practice in advising on the prevention and handling of companies in difficulty (protection, receivership and compulsory liquidation).

He has also been a member of Racine's Executive Committee since 2015 and Managing Partner since 2020.

AREAS OF EXPERTISE

- Company restructurings (workforce reductions, site closings, intra-group reorganisations, including addressing employee savings plans, collective and individual employment status, and reconstructing employee representative bodies)
- Managing employment law consequences resulting from amicable and judicial proceedings of distressed companies (safeguard, court-supervised reorganisation, compulsory liquidation)
- Optimising remuneration systems, individual and collective remuneration
- Handling management status and financial packages in the context of private equity transactions and for listed companies
- Employment litigation (civil, criminal and social security tribunals)
- Collective employment status/collective bargaining/relations with employee representative bodies

CAREER PRIOR TO JOINING RACINE

Co-founding partner of Toison Villey Broud (2000 – 2011)

EDUCATION

- Master, Business Law (Université Paris V)
- Master (DESS), [Applied Taxation] (Université Paris V)

LANGUAGES

French, English

OTHERS

- Lecturer at the DJCE at the University of Montpellier
- Lecturer at the Universities of Panthéon Sorbonne and Panthéon Assas
- Member of the EELA (European Employment Law Association)
- Lecturer at MEDEF and ARE
- Lecturer at AFDT

PUBLICATIONS

- 'Applicability of the system of portability of health and provident cover to employees made redundant by a company in compulsory liquidation', E. Miahle, F. Broud, *La semaine juridique Social*, 2018, 1010
- 'The implementation of the system of portability of mutual insurance and provident fund cover in companies in compulsory liquidation: is the Court of Cassation blowing the whistle on the end of the game?', H. Bourbouloux, F. Broud, *Bull. Joly Entreprises en difficultés, janvier-février 2018*, p.48
- 'Voting rights for employees seconded by a company subject to the Electricity and Gas Industries Regulations', E. Miahle, F. Broud, *La Semaine Juridique Social* n° 47, 28 novembre 2017, 1383

- ‘The implementation of the system for the portability of mutual insurance and provident fund cover in companies in compulsory liquidation: is there any hope?’, E. Miahle, F. Broud, ODA n°372, October 18th 2017, p.8-9 ;
- ‘Contribution to social and cultural activities: calculation basis’, *La Semaine Juridique Social* n° 23, June 13th 2017, 1194
- ‘Impossible implementation of the system for the portability of mutual insurance and provident fund cover in companies in receivership’, H. Bourbouloux, F. Broud, Bull. Joly *Entreprises en difficultés*, March-April 2017, p.92
- ‘Contribution to social and cultural activities: calculation basis’, L. Cunha, F. Broud, *La Semaine Juridique Social* n° 50, December 20th 2016, 1436
- ‘Nature of the relationship between the employee on secondment and the user undertaking’, E. Miahle, F. Broud, *La Semaine Juridique Social* n° 21, May 31th 2016, 1186
- ‘Determining the basis for calculating the employer's contribution to social and cultural activities’, *La Semaine Juridique Social* n° 23, June 10th 2014, 1239
- ‘The validity of letters of dismissal in SAS companies’, Et. F. Broud et S. Usunier, *La semaine juridique Entreprises et affaires* n°8, February 25th 2010, 1205