



Contact

Daniel Ornstein

Partner

London

+44.20.7280.2067

dornstein@proskauer.com

Dan Ornstein leads our London Labor and Employment Law Team and is a co-head of our International Labor & Employment Group. Dan is a go-to advisor for clients who rely on his sophisticated advice, especially where the stakes are high. Dan is recognized by numerous legal directories, with *Chambers UK*, describing him as a "brilliant lawyer," "incredibly analytical," "incredibly intelligent and an excellent sounding board" and someone who "displays both empathy and an assured knowledge of the best way to treat cases." *Legal 500 UK* has recognized him as "a favourite for funds and private equity clients" and "an extremely thorough and well-seasoned lawyer, who is hard to beat." He is also included in *Who's Who Legal: Management Labour and Employment 2016*.

Dan's expertise covers the full range of UK and International employment issues. His specialism is working closely and collaboratively with clients in delicate and complex situations where he applies his judgment, experience and strategic acumen to deliver optimal results.

In addition, Dan provides practical and solution-focused training and advice on a full range of employment law matters, including diversity, outsourcing, TUPE, social media

use, employee investigations and the handling of disciplinary and grievance matters. He is a regular speaker at industry conferences and has published numerous articles.

Matters

Dan has significant experience in the following areas:

- The employment issues in the asset management industry, such as those relating to carried interest and other complex remuneration arrangements, retention and succession planning and the impact of the fast-changing regulatory regime. He regularly represents private equity, venture and hedge funds in both advisory and litigious matters in relation to the lifecycle of those who work for them, such as the negotiation of complex contracts, performance issues, departures and dispute resolution.
- Litigation before the High Court involving team moves, restrictive covenants and misuse of confidential information. Dan has been involved in some of the most high-profile cases in the UK, including *UBS v. Vestra and Farr v. Thomas*. He also has an in-depth knowledge of Employment Tribunal litigation, where he regularly defends clients facing allegations of discrimination and whistleblowing in complex trials.
- Multi-jurisdictional employment matters including multi-jurisdictional workforce reductions, cross-border litigation and international industrial relations issues including those relating to supply chain issues, international trade union campaigns and European Works Councils.
- Investigations relating to employee wrongdoing, especially investigations with a regulatory aspect.

Practices

International Labor & Employment, Discrimination, Harassment & Title VII, Whistleblowing & Retaliation, Strategic Corporate Planning, Asset Management

Litigation, Non-Compete & Trade Secrets, Global Employment & Immigration, Privacy & Cybersecurity

Education

City University, London, Diploma, 1996

Wadham College, Oxford University, B.A., 1995

Honor Societies, First Class Honors

Admissions & Qualifications

Admitted as a solicitor in England and Wales

Memberships

Employment Lawyers Association

Industrial Law Society

Awards & Recognition

Chambers UK: Employment 2012-2019

Chambers Global: UK: Employment 2014

The Legal 500 United Kingdom: Human Resources – Employment: Employers 2011, 2013-2014, 2016-2017

International Who's Who of Management Labour & Employment Lawyers 2013