

Contact

# Kelly M. McMullon

**Special International Labor, Employment & Data Protection Counsel**

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Kelly M. McMullon is special international labor, employment & data protection counsel in the Labor & Employment Law Department and a member of the Firm's International Labor & Employment, Privacy & Cybersecurity, Artificial Intelligence and Sports Groups. Kelly has been recommended in Legal 500 UK for her "responsiveness and practicality."

Kelly assists clients in a variety of sectors including financial services, asset management, private equity, life sciences, technology, fintech, consultancy, retail, sports, leisure and manufacturing in a wide range of contentious and non-contentious matters. She is regularly instructed on cross-border mandates where employment, data protection and technology issues arise together, and she works closely with local counsel to deliver coordinated advice across multiple jurisdictions.

In her employment practice, she provides general day-to-day counselling and advice on all employment-related issues, including hires, terminations, grievances, disciplinary and performance matters, workplace investigations, redundancies and reorganisations, employment status and workforce classification, discrimination, harassment and whistleblowing complaints, and the resolution of tribunal and Acas proceedings. She also advises on the employment aspects of transactions, including business transfers and TUPE, due diligence, and management incentive and leaver

arrangements, as well as on workplace policies, employee monitoring, and the introduction of AI tools into recruitment, performance management and other people processes.

In her data protection practice, Kelly provides strategic advice as well as practical support and guidance on all aspects of data protection, privacy and cybersecurity compliance, including international transfers of personal data, data breach preparedness, incident response and regulatory notification, and employee and workplace data protection concerns. She advises on data-sharing and information-sharing arrangements, data protection impact assessments and wider governance frameworks, and on the negotiation of data processing, technology and outsourcing agreements. She also provides advice on the data protection aspects of transactions.

Kelly advises on the governance and responsible deployment of artificial intelligence, including AI vendor and procurement arrangements, use of personal data for model training, automated decision-making and profiling, AI transparency obligations, and product and launch readiness under the EU AI Act, the Online Safety Act, the Digital Services Act and wider UK and EU digital regulation.

Kelly also has experience working with businesses on CSR and ESG initiatives, human rights and modern slavery issues.

Kelly regularly provides training and speaks on employment, data protection, and cybersecurity.

Her pro bono experience includes counselling not-for-profit organizations on data privacy and employment-related issues.

**Practices**

Privacy & Cybersecurity, Whistleblowing & Retaliation, Transactions and Corporate Change, Restrictive Covenants, Trade Secrets & Unfair Competition, International Labor & Employment

**Industries**

Life Sciences, Private Capital, Sports

## Market Solutions

Environmental, Social and Corporate Governance (ESG), Regulatory & Compliance

## Education

The University of Law London Moorgate, LPC

University of Oxford, Keble College, B.A.

(Hons)

## Admissions & Qualifications

Admitted as a solicitor in England and Wales

## Memberships

Employment Lawyers Association

## Awards & Recognition

Pro Bono Recognition List: England & Wales, 2025

Legal 500 United Kingdom: Employment: Employers and Senior Executives 2018