

# Labor and Employment



# Who We Are

Felsberg Advogados is a full-service law firm founded in 1970 and defined by its ability to combine experience, tradition and excellence with efficient, fast and focused service, offering innovative solutions in a constantly changing world.

The combination of individual, joint and complementary values, with a tradition established over five decades of service, means that we have a broad and all-encompassing vision that meets the current and future legal requirements of all our clients, from the biggest corporate groups to the freshest of startups.

This is what makes us unique, different and prepared.

# Our History

Founded by Thomas Felsberg, the firm has always had an innovative spirit at the core of everything it does.

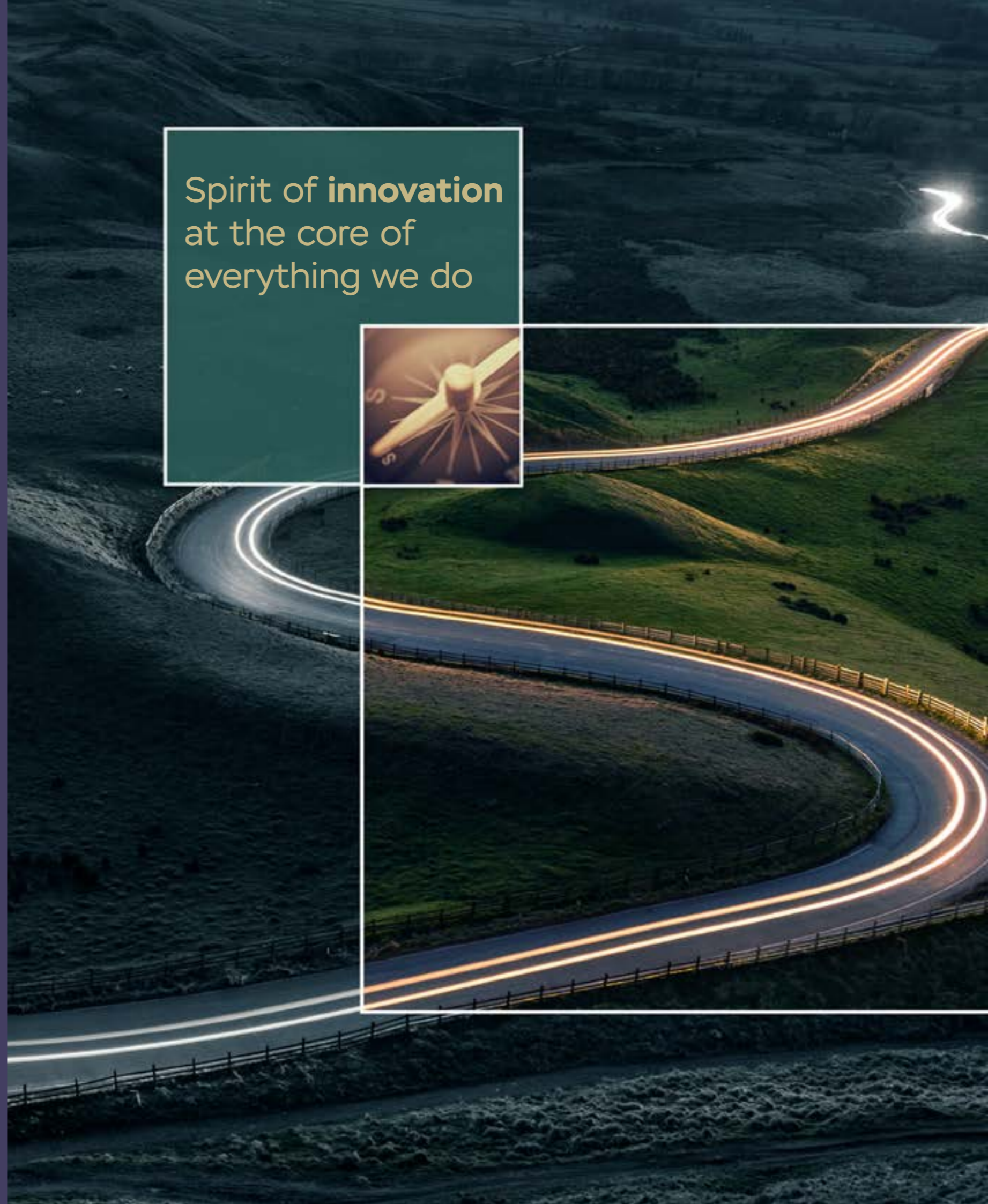
Long before we were recognized as pioneers in judicial restructuring, we were one of the first firms to advise on aviation financing and contribute to the development of project finance and venture capital in Brazil.

We are always attuned to the market and new areas of law.

The firm has formed multidisciplinary internal centers of studies focused on predicting future demands of our clients.

More than service providers, we are partners.

Spirit of **innovation**  
at the core of  
everything we do





**Our Principles**

## Social Responsibility

We are committed to contributing to a better world through social actions and the creation of values. We believe that community empowerment is essential for humanitarian growth, from the conception of social responsibility to the design of comprehensive support of projects with a vision of the future, following the needs of the regions in which we operate.

We are committed to ethics in the provision of our services and we dedicate our efforts to topics that are linked to the challenges of society, supporting social, cultural and educational projects. We strongly encourage our team to be involved in social responsibility programs.

## Diversity

Diversity is a part of the Brazilian people. Difference makes us unique, and every culture and outlook on life must be included in society.

In 2019, **Felsberg Advogados** created the Diversity Committee, **DiversiFeA**, seeking equality for all. There are currently three affinity groups: **EquiFeA** with a focus on gender equality; **FeA Racional** that discusses racial equity; and **Pride to Be FeA** which fights for the rights of the LGBTQIAP+ community.

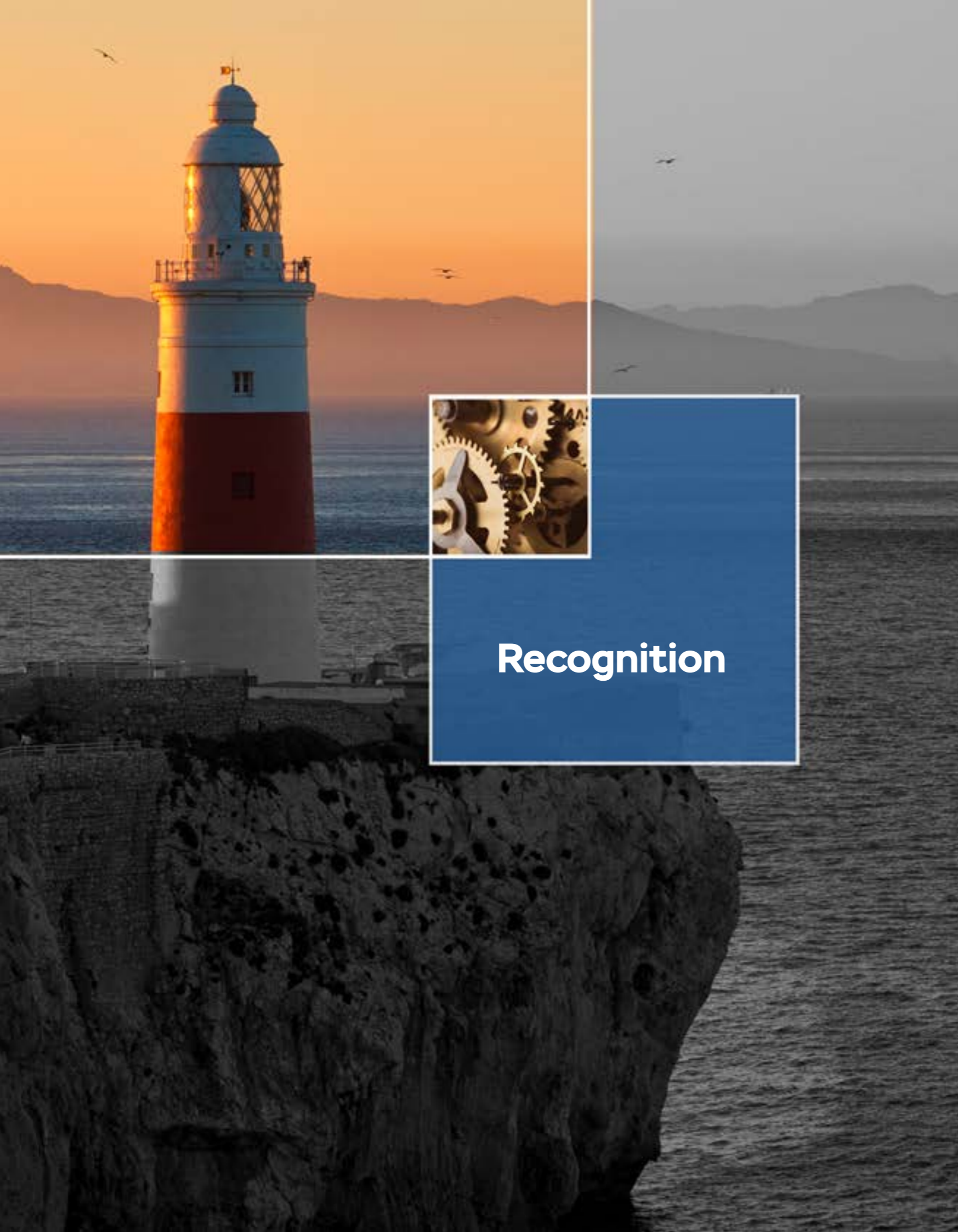
The Committee aims to promote initiatives and regular events to raise awareness and encourage reflection on relevant and necessary topics for a more respectful society.



## Practice Areas



- Advertising, Marketing and Media
- Agribusiness
- Antitrust
- Aviation
- Capital Markets
- Commercial Contracts
- Compliance
- Corporate and M&A
- Data Protection and Technology
- Dispute Resolution
- Energy
- Environment and Sustainability
- Fashion
- Financing, Banking, Fintechs and Means of Payment
- Governmental Relations
- Immigration
- Infrastructure
- Innovation, Startups and Venture Capital
- Intellectual Property
- Labor and Employment
- Life Sciences
- Maritime
- Oil and Gas
- Public and Regulatory
- Real Estate
- Sports Law
- Tax and Wealth Management
- Telecommunications
- Transformation, Restructuring and Insolvency
- Waste and Sanitation
- White-Collar Crime and Corporate Investigations



Recognition



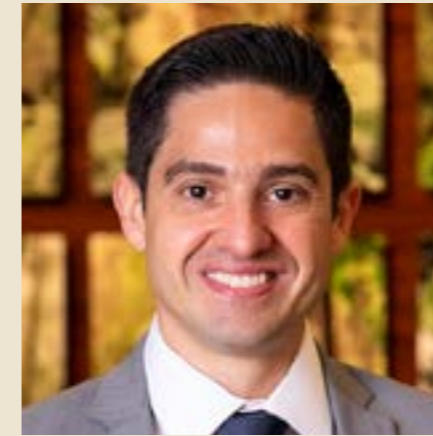
# Labor and Employment



We advise legal entities on all matters related to the use of human workforce, whether as freelancers, specialized service providers, consultants, executives or employees hired under the framework of Brazil's Consolidated Labor Laws (CLT).

Our assistance encompasses the drafting of offer letters, contracts, employment termination letters, medical and work safety documents, variable compensation plans and profit-sharing plans, outsourcing, bank of hours program, and conflict resolution alternatives. We represent our clients, both individually and collectively, in labor claims at all levels of the judicial system.

# Team



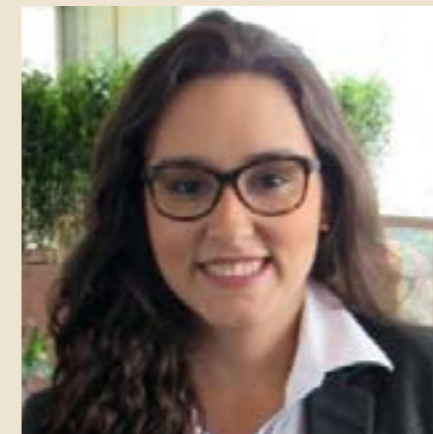
## Rafael Julio Borges da Silva

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**Practice Areas:** Labor and Employment

Rafael Borges is a lawyer with more than 20 years of experience in the labor area. He is experienced in handling simple and complex cases, individual and collective, administrative and judicial matters. As a project and team manager, his work covers the entire national territory.



## Jéssica Prates Dacunto

**E-mail:** jessicadacunto@felsberg.com.br

**Phone:** + 55 11 3141-3627

**Practice Areas:** Labor and Employment

An attorney in the Labor Department of Felsberg Advogados, Jéssica has experience in the area of labor law, acting both preventively and litigiously. She has also assisted her clients on various topics in judicial and administrative proceedings of various levels of complexity, as well as in the preventive structuring of remuneration policies, review of labor routines, procedures for termination of employment contracts, and in auditing processes.

# Experience



- Advising a major German logistics company in all matters relating to labor law.
- Advising an international transport association on its union classification in Brazil.
- Advising a digital sports media company on the hiring of its employees.





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