

# Ingrid Remmelgas



**Title:** Counsel

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**Languages:** Finnish, English

Ingrid is an experienced employment lawyer and advises clients in all aspects of employment law. Ingrid's vast experience covers, among other things, large restructurings and co-operation negotiations, drafting of employment and director agreements, and assisting with terminations of employment. She has previously also worked as a union lawyer. Ingrid helps clients to implement their HR and employee strategies and works closely with clients relating to legal risk assessment of various employment law related matters. She regularly advises clients in matters related to executive changes, consultancy arrangements, application of Finnish collective bargaining agreements, and employee incentive programmes.

Ingrid has particularly strong expertise in transactional work, and she advises clients in all employment matters in connection with mergers and acquisitions, including business transfers and post-closing matters.

Due to her diverse experience, Ingrid brings additional value to clients by helping them to understand employment law questions holistically and from different perspectives.

## REFERENCES

- Counsel to a client in the engineering and construction sector in arrangement of group internal foreign postings, 2024
- Counsel to a client in the media sector before the Insurance Court and the Pension Appeal Board in precedent-setting matters concerning application of the Finnish pension legislation, 2022 - 2024
- Counsel to a client in biopharmaceutical industry in various employment law related matters, 2022-2024
- Counsel to Masco Corporation in the acquisition of Sauna360 Group, 2023
- Finnish counsel to Thome Group Holding Limited in the merger of Thome Group and OSM Maritime Group, 2023
- Counsel to Sega Europe Limited and SEGA Corporation in the public tender offer for Rovio Entertainment Corporation, 2023
- Counsel to a client in advertising industry in the terms of termination of several members of management as well as in the recruitment process of a new managing director, including drafting of related agreements, 2022-2023
- Counsel to Equip Capital in the acquisition of a portfolio of companies from Lakers Group AB (publ), 2023
- Counsel to Rebellion in its acquisition of Vihtan Oy and establishment in Finland, 2023

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- Counsel to Methode Electronics in its public tender offer for Nordic Lights Group, 2023
- Counsel to a tech company in a global reorganisation of workforce, 2022-2023
- Counsel to Konecranes in the announced, but subsequently abandoned, merger of Cargotec and Konecranes, 2022
- Counsel to PharmaLex Group in the acquisition of DRA Consulting Oy, 2022
- Counsel to a publicly traded infra and energy company in relation to their obligations in connection with reduction of workforce and related negotiations, 2022
- Counsel to a multinational company in a merger, including harmonisation of employment policies and practices, 2022
- Advised clients in several occupational safety and health related matters related to data center operations, 2022
- Counsel to Pankaboard in collective bargaining negotiations with Paper Workers' Union and Trade Union Pro, 2022
- Finnish counsel to Chevron Global Energy Inc in the acquisition of the NEXBASE™ brand and associated base oils business from Neste Corporation, 2021
- Counsel to Staffbase in its acquisition of Valo Solutions, 2021
- Counsel to global event technology leader NEP Group, Inc., a Carlyle Group portfolio company, in the acquisition of Bright Group, 2021
- Counsel to Green Horizon Renewables a.s. and other minority investors in the sale of the Mikana wind power portfolio, 2021
- Counsel to Castellum in EUR 640 million acquisition of Kielo, 2021
- Finnish counsel to Telia Company in the sale of Telia Carrier to Polhem Infra, 2020

## MEMBERSHIPS AND POSITIONS OF TRUST

- Member of the Finnish Bar Association
- Member of the Finnish Society for Labour and Social Security Law
- Member of the European Employment Lawyers Association EELA

## EDUCATION AND PROFESSIONAL BACKGROUND

- Counsel, Hannes Snellman, 2023–
- Senior Associate, Hannes Snellman, 2020–2023
- Roschier Attorneys Ltd, 2014–2020
- The Union of Church Employees in Finland, 2013–2014
- Master of Laws, University of Helsinki, 2013

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